

*Office of Educator Quality/Educator  
Preparation*



# ***First-Year Principal Survey Spring 2024***

Fall 2024





# ***First-Year Principal Survey Spring 2024***

The Missouri Department of Elementary and Secondary Education is committed to ensuring new principals are prepared to succeed. As part of that commitment, the survey is designed to provide feedback to preparation programs for continuous improvement. The survey is also used to collect data to hold preparation programs accountable as part of an Annual Performance Report for Principal Preparation Programs that will serve as the basis for continuing approval.



# First-Year Principal Survey Data Spring 2024

## Principal Response Rate

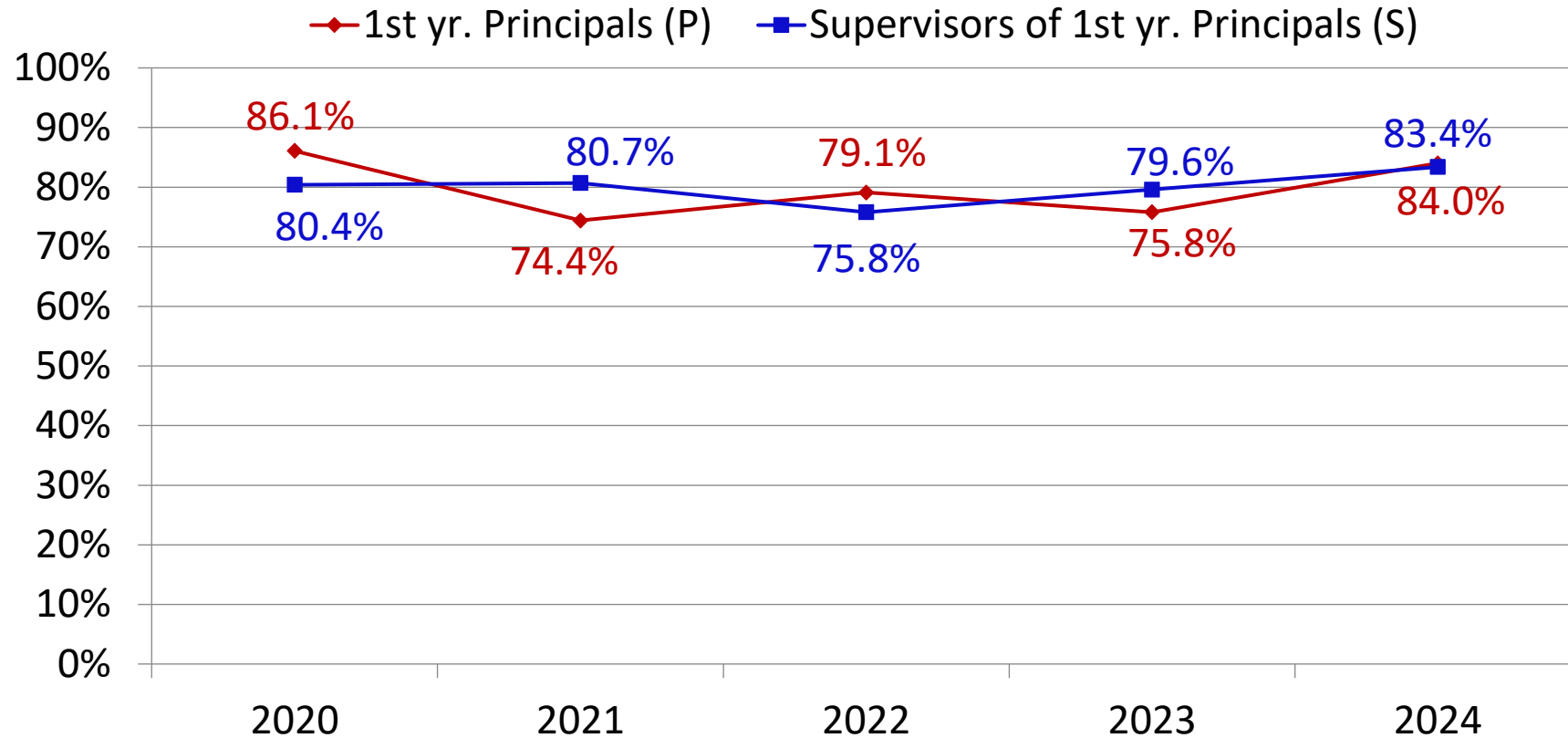
Sent	451
Received	379
Response Rate	84.0%

## Supervisor Response Rate

Sent	451
Received	376
Response Rate	83.4%



## First-Year Principal Survey Response Rates





## **Top 3 Areas of Strongest Preparation\***

### **Principal**

- Prepared to model personal and professional ethical behavior
- Prepared to establish a culture that nurtures positive relationships
- Prepared to support positive relationships with families

### **Supervisor**

- Prepared to model personal and professional ethical behavior
- Prepared to maintain a safe learning environment for the school community
- Prepared to support positive relationships with families

\*These are the areas in which principals and supervisors responded most often with “Agree” or “Strongly Agree”



## Bottom 3 Areas Identified for Improvement\*

### Principal

- Prepared to facilitate effective evaluation processes
- Prepared to facilitate community support networks to impact student learning
- Prepared to work with personnel to develop professional growth plans for improvement of student learning

### Supervisor

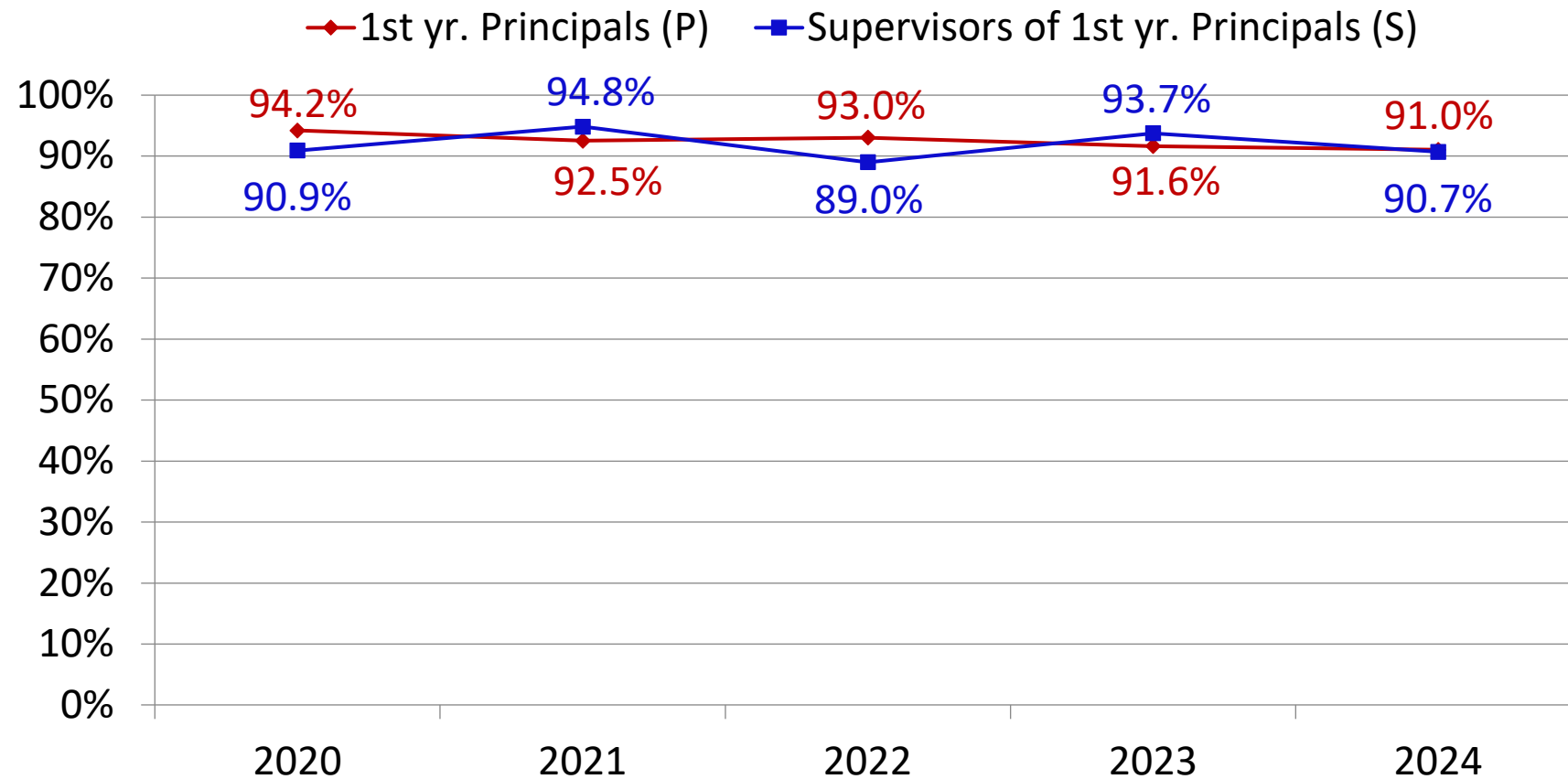
- Prepared to facilitate effective evaluation processes
- Prepared to facilitate community support networks to impact student learning
- Prepared to identify key stakeholders in the community

\*These are the areas in which principals and supervisors responded least often with “Agree” or “Strongly Agree”



## Prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders

(% Agree or Strongly Agree)

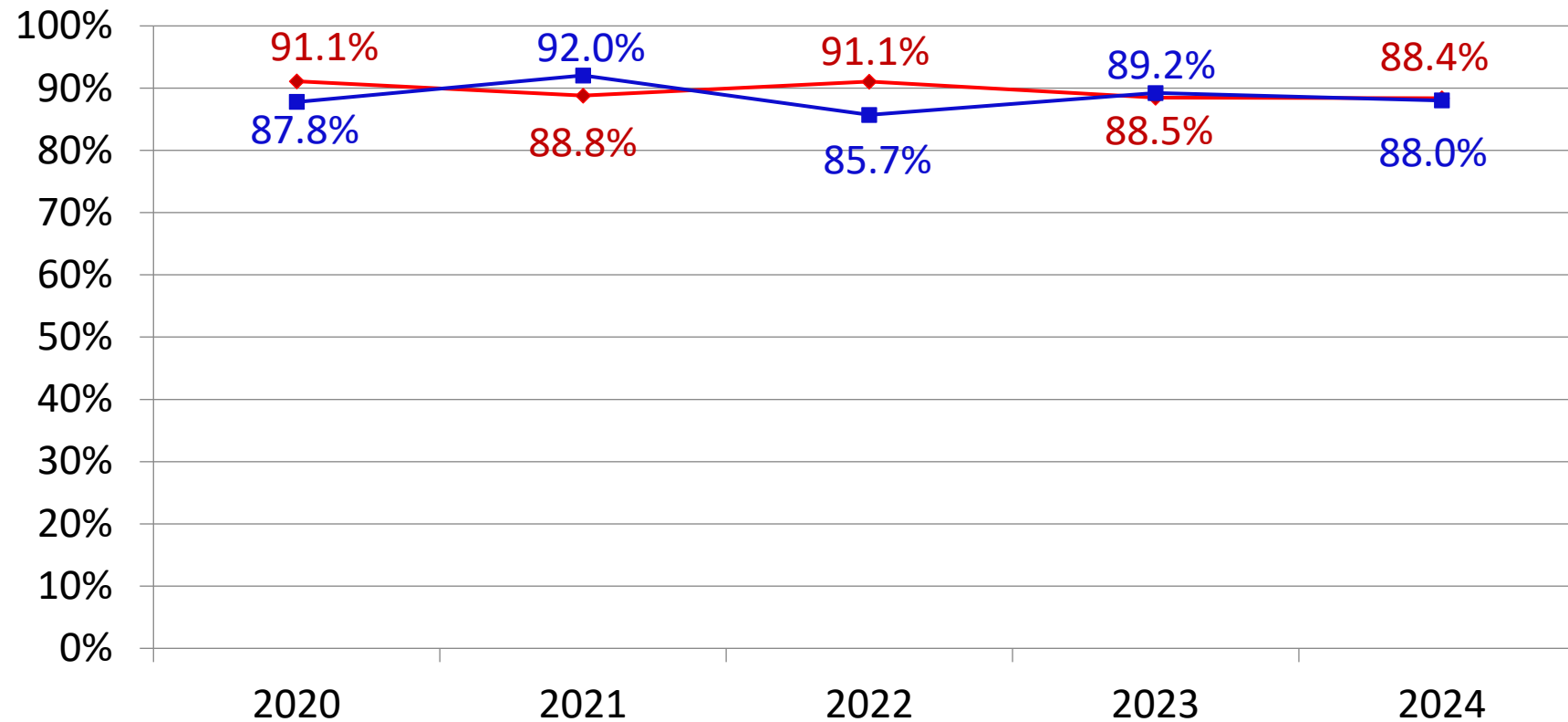




## Prepared to lead the development of vision, mission, and goals that promote the success of all students

(% Agree or Strongly Agree)

—◆— 1st yr. Principals (P) —■— Supervisors of 1st yr. Principals (S)



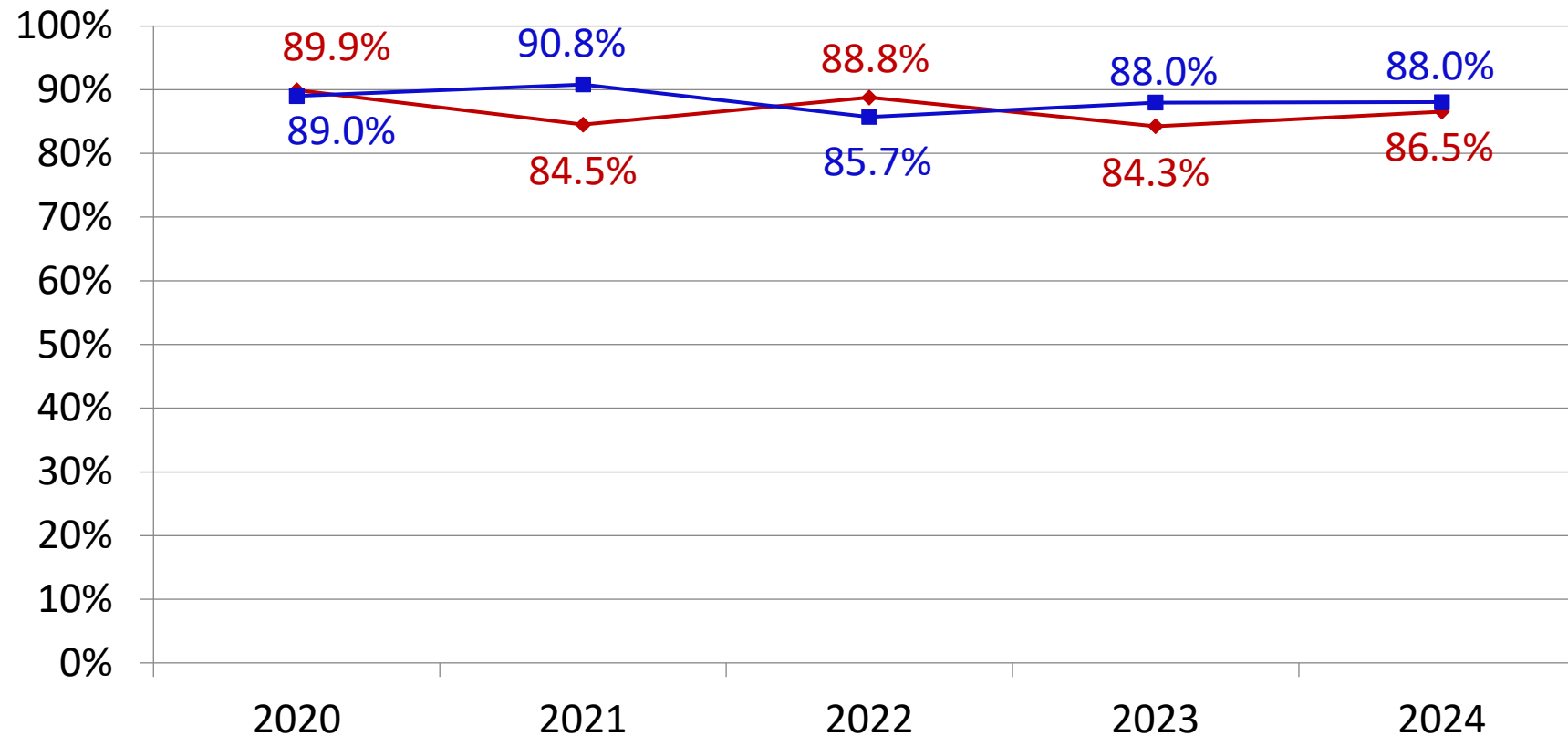




## Prepared to implement strategies to engage school community in the school's vision, mission and goals

(% Agree or Strongly Agree)

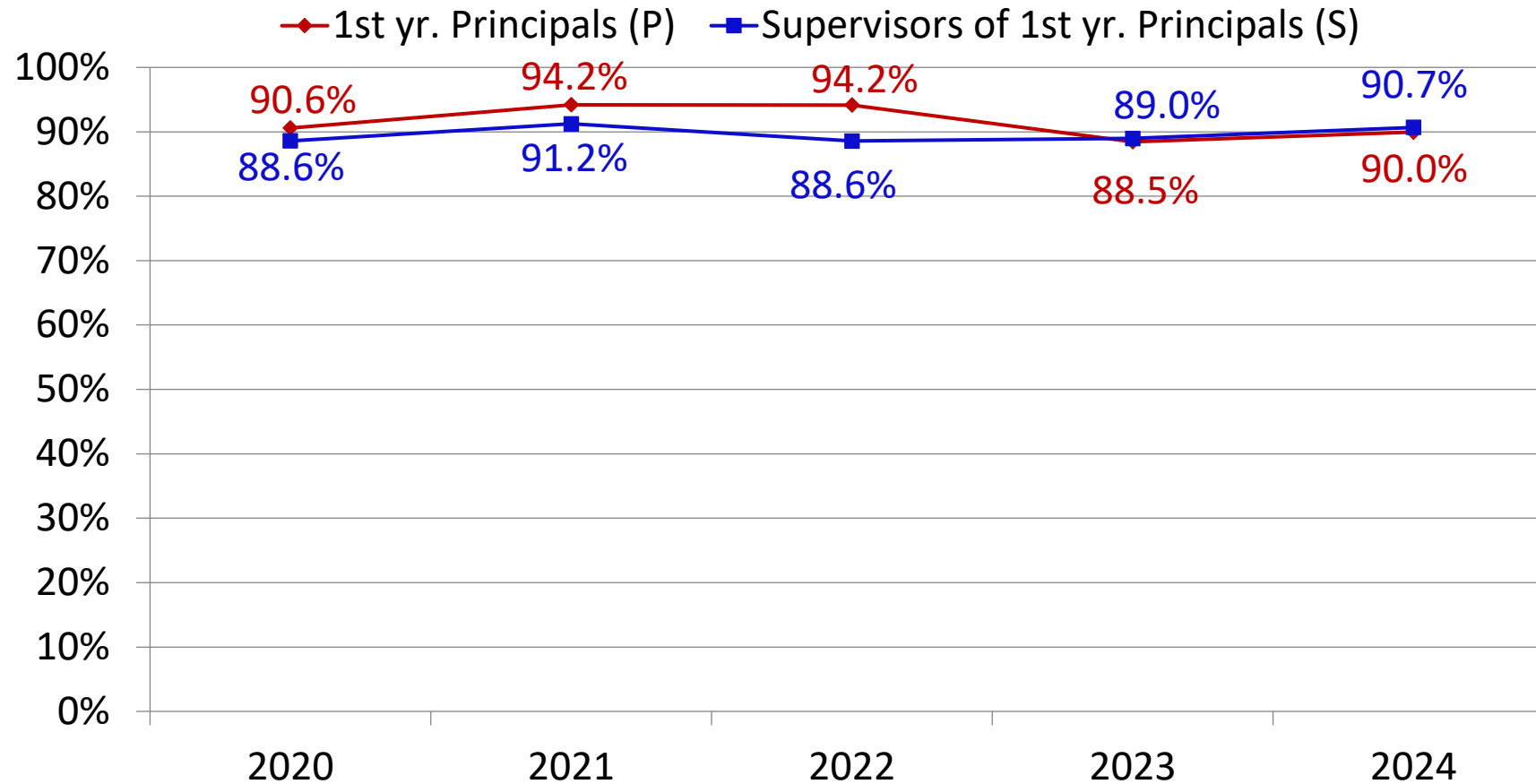
—◆— 1st yr. Principals (P) —■— Supervisors of 1st yr. Principals (S)





## Prepared to establish a culture that promotes high levels of student learning

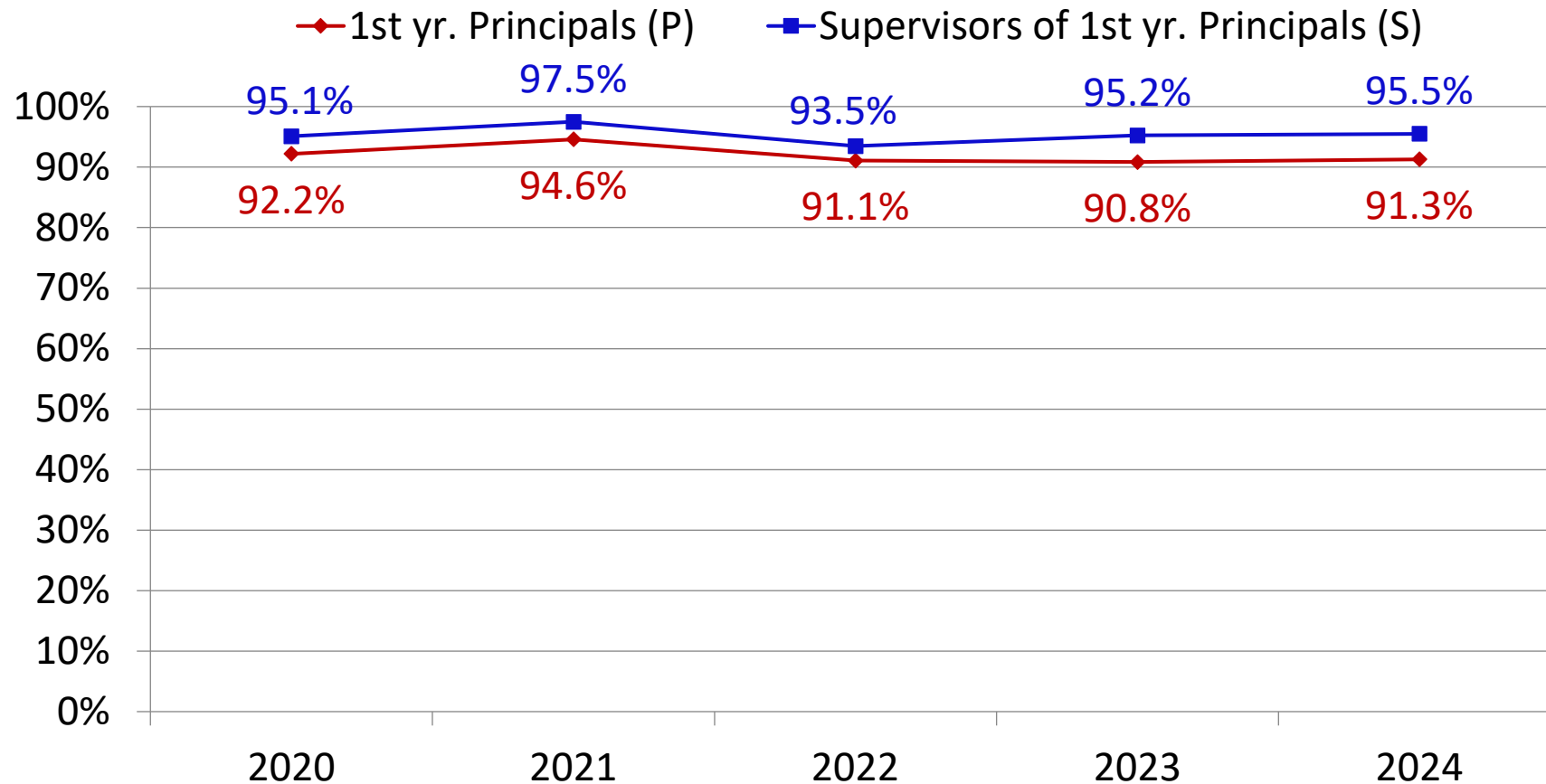
(% Agree or Strongly Agree)





## Prepared to maintain a safe learning environment for the school community

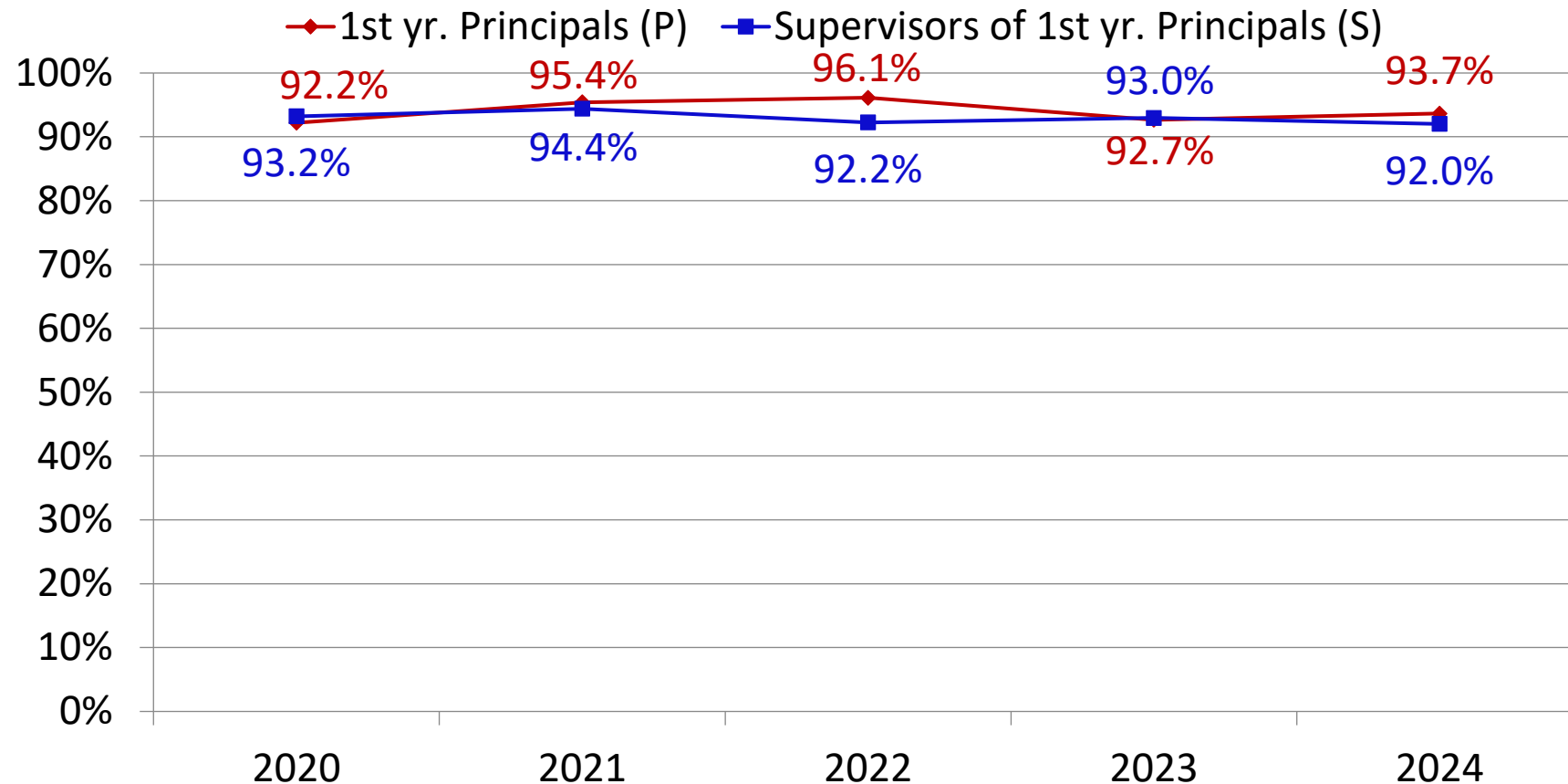
(% Agree or Strongly Agree)





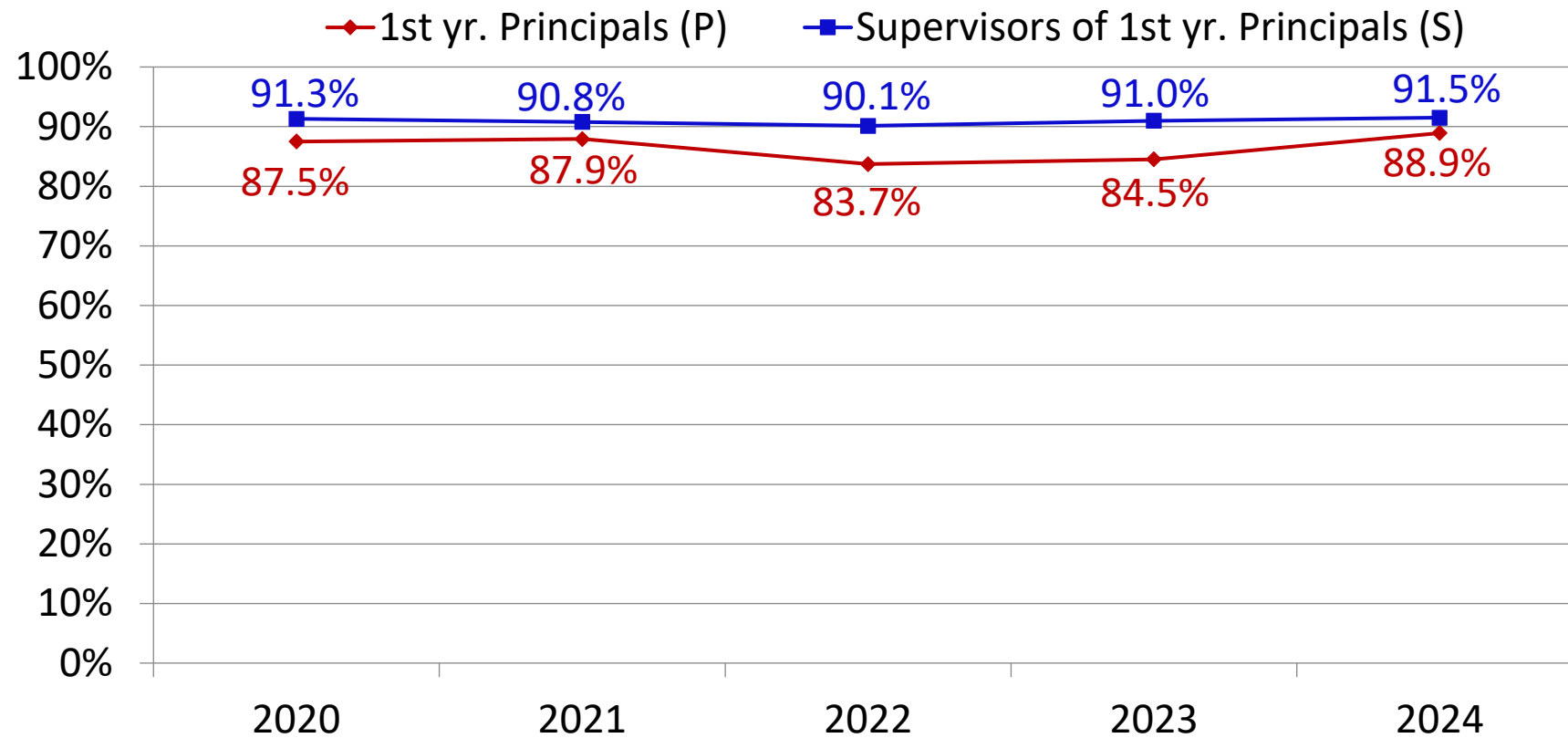
## Prepared to establish a culture that nurtures positive relationships

(% Agree or Strongly Agree)



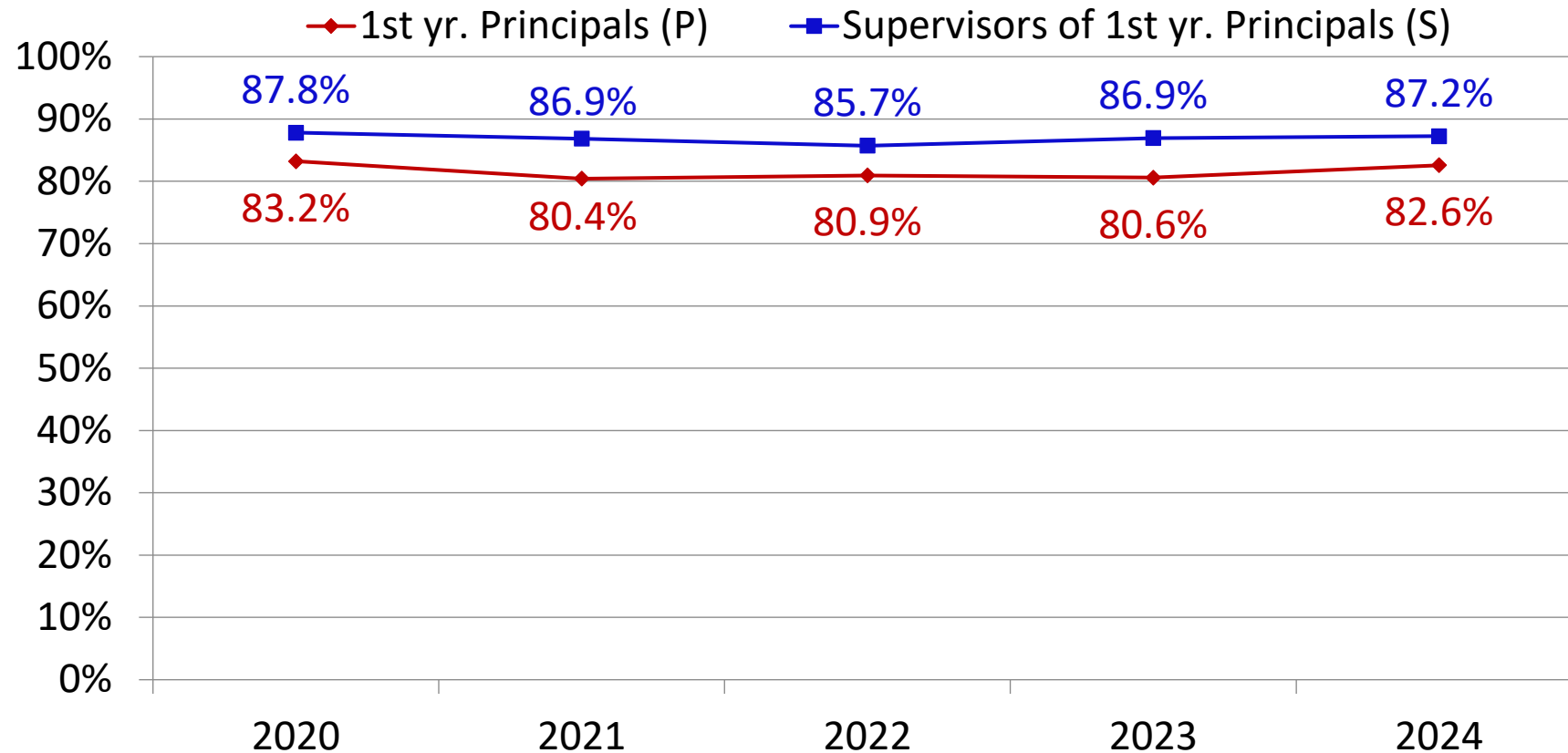


**Prepared to implement effective processes to identify unique strengths  
and needs of students**  
(% Agree or Strongly Agree)





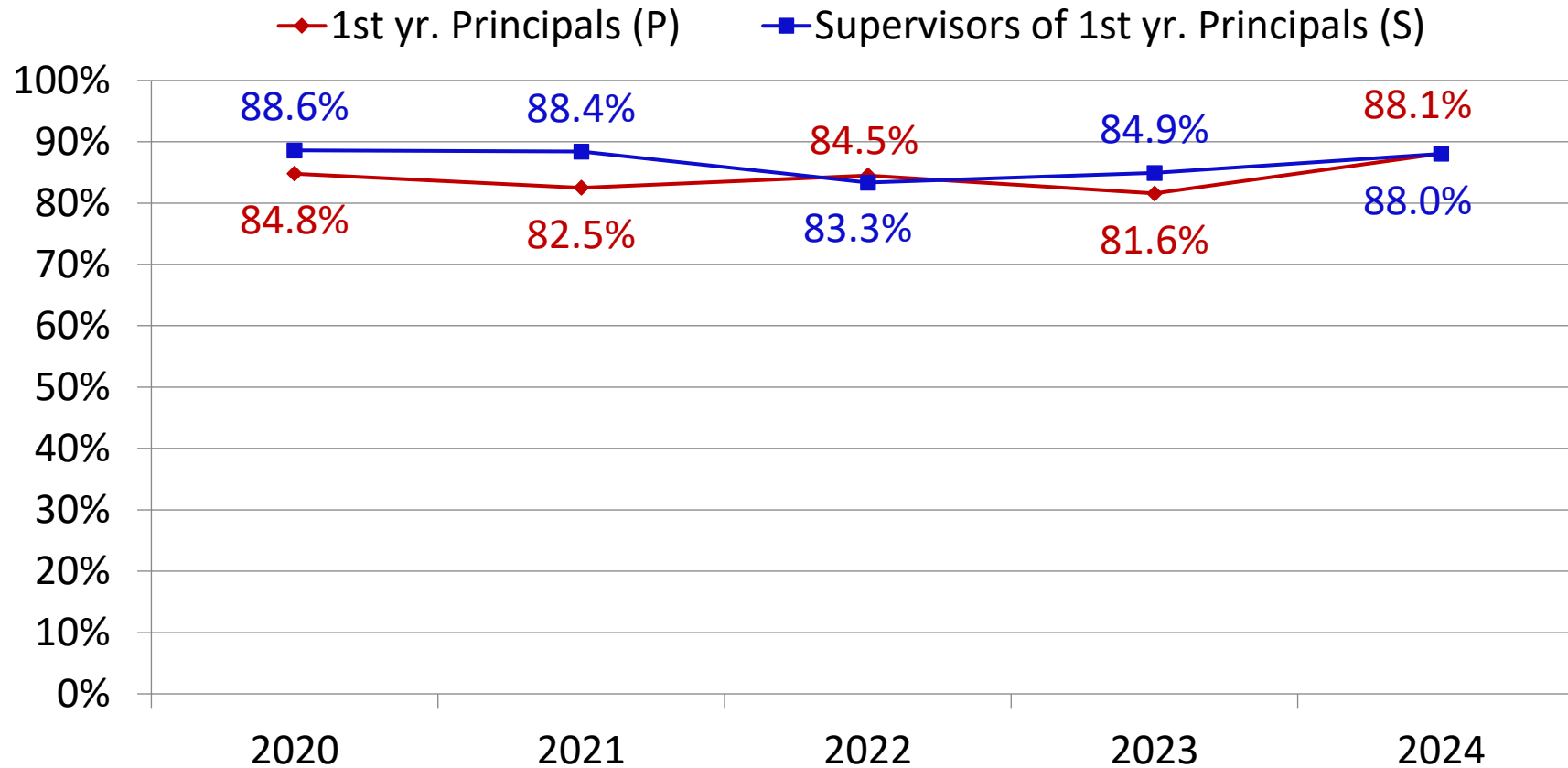
**Prepared to facilitate effective processes for identifying gaps between  
current outcomes and goals**  
(% Agree or Strongly Agree)





## Prepared to use data and research to facilitate learning for all students

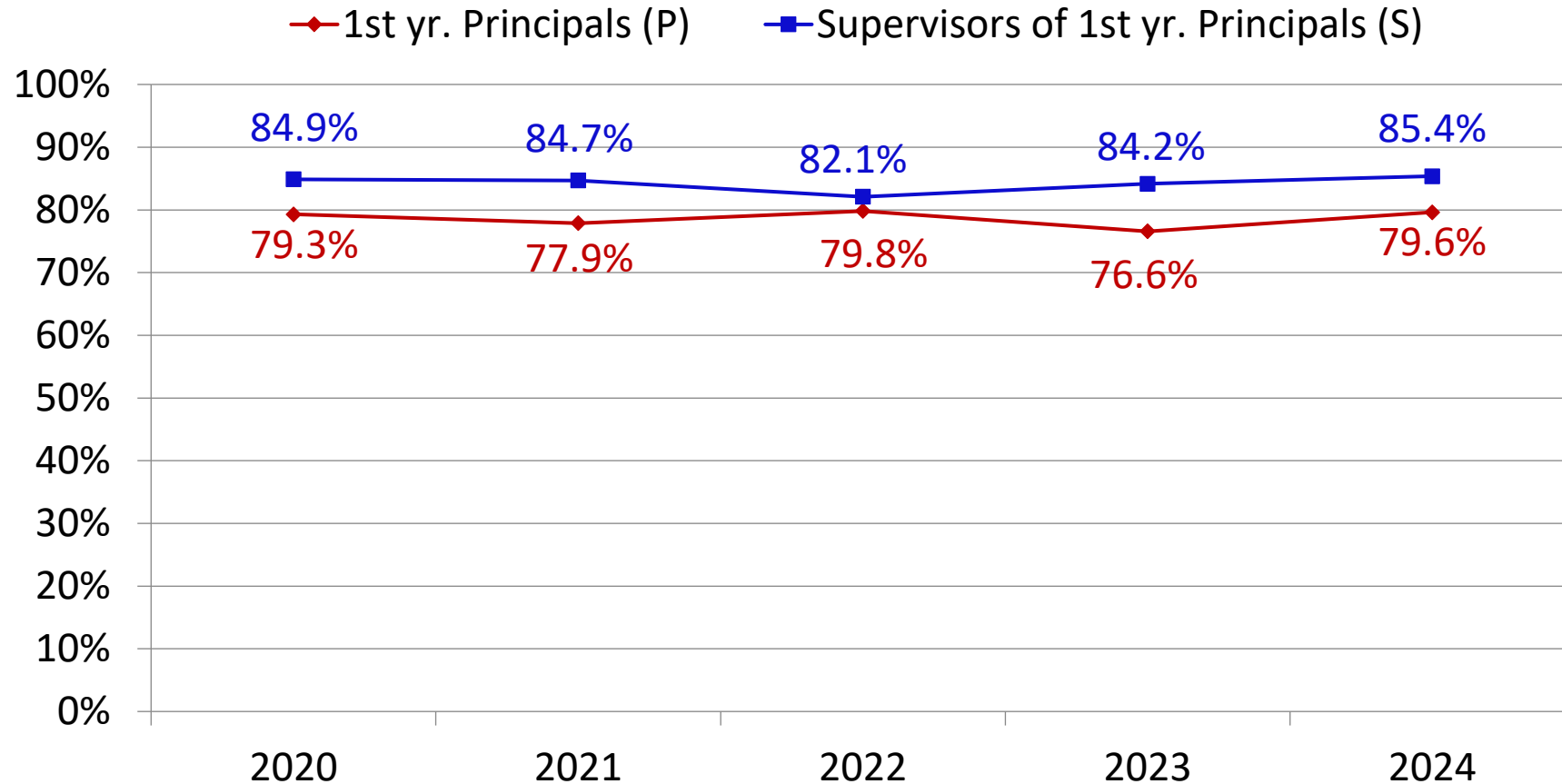
(% Agree or Strongly Agree)





## Prepared to work with personnel to develop professional growth plans for improvement of student learning

(% Agree or Strongly Agree)

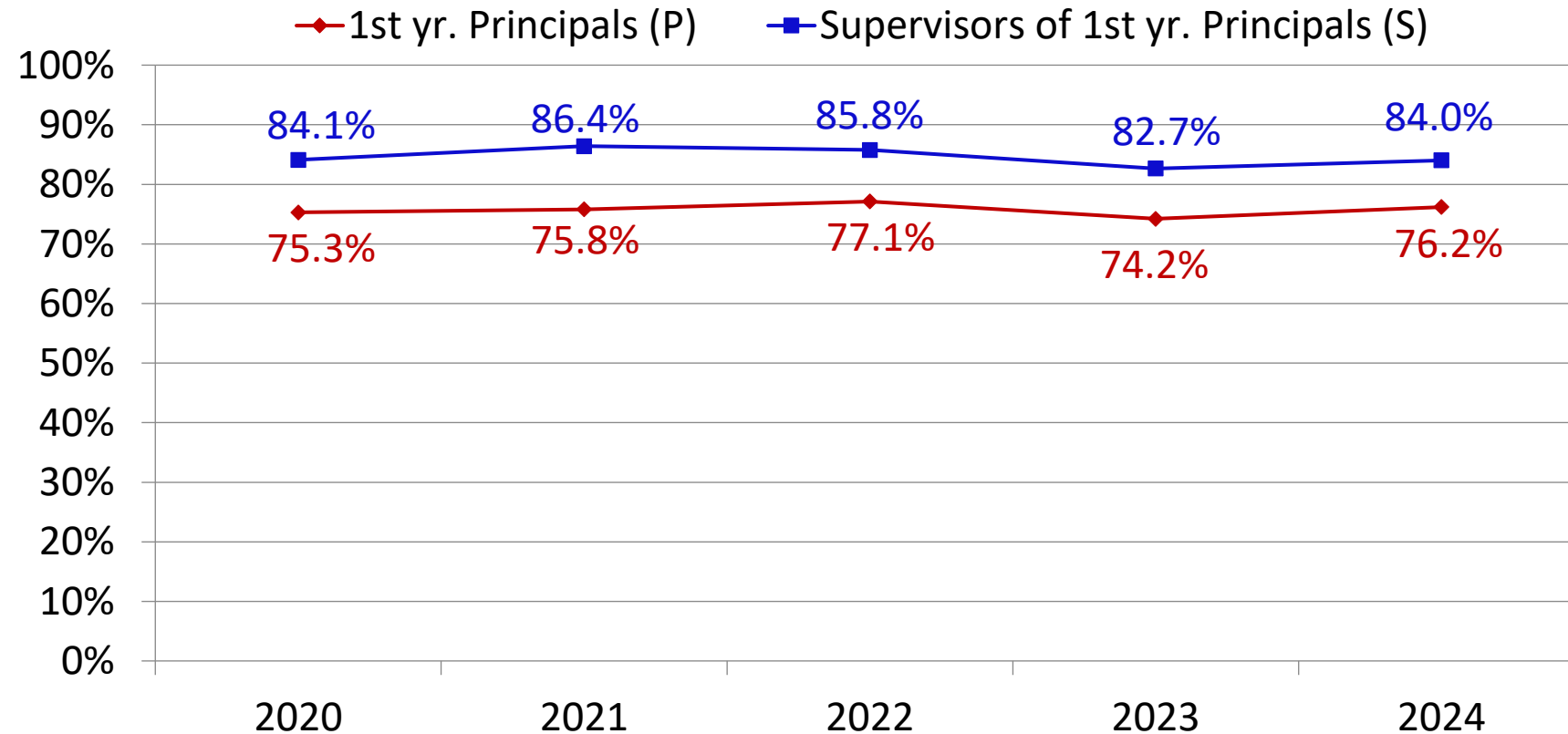






## Prepared to facilitate effective evaluation processes

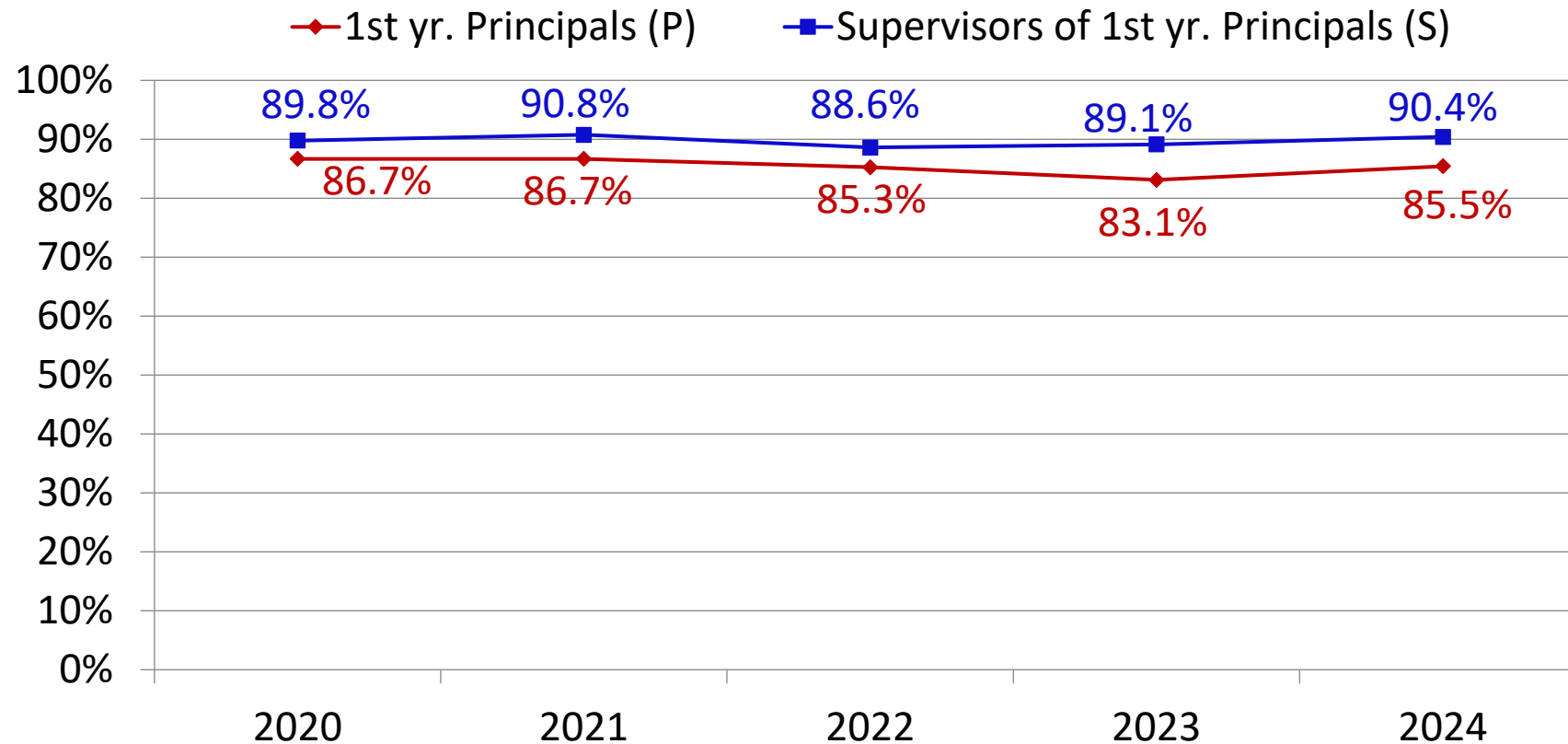
(% Agree or Strongly Agree)





## Prepared to offer positive and constructive feedback to personnel

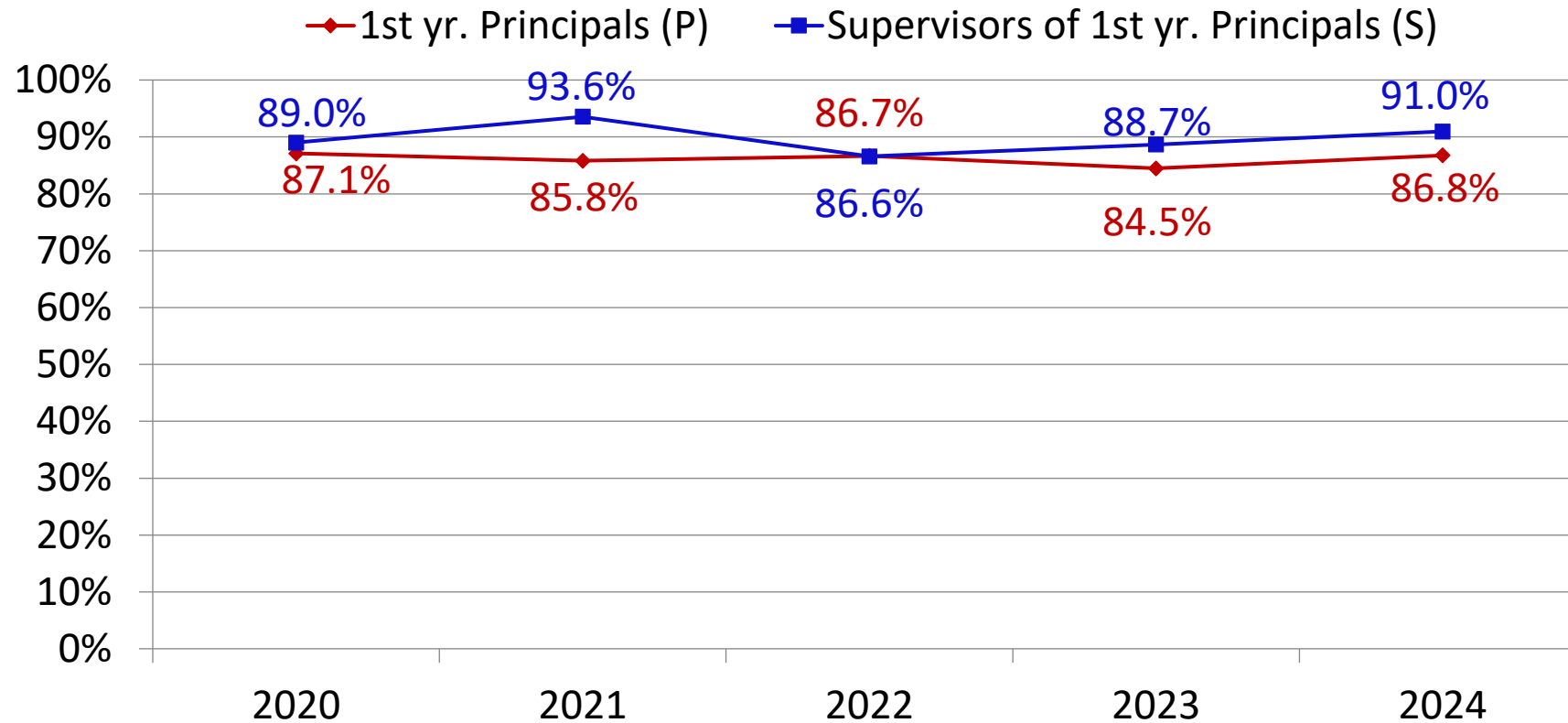
(% Agree or Strongly Agree)





## Prepared to guide the effective use of resources to support student learning

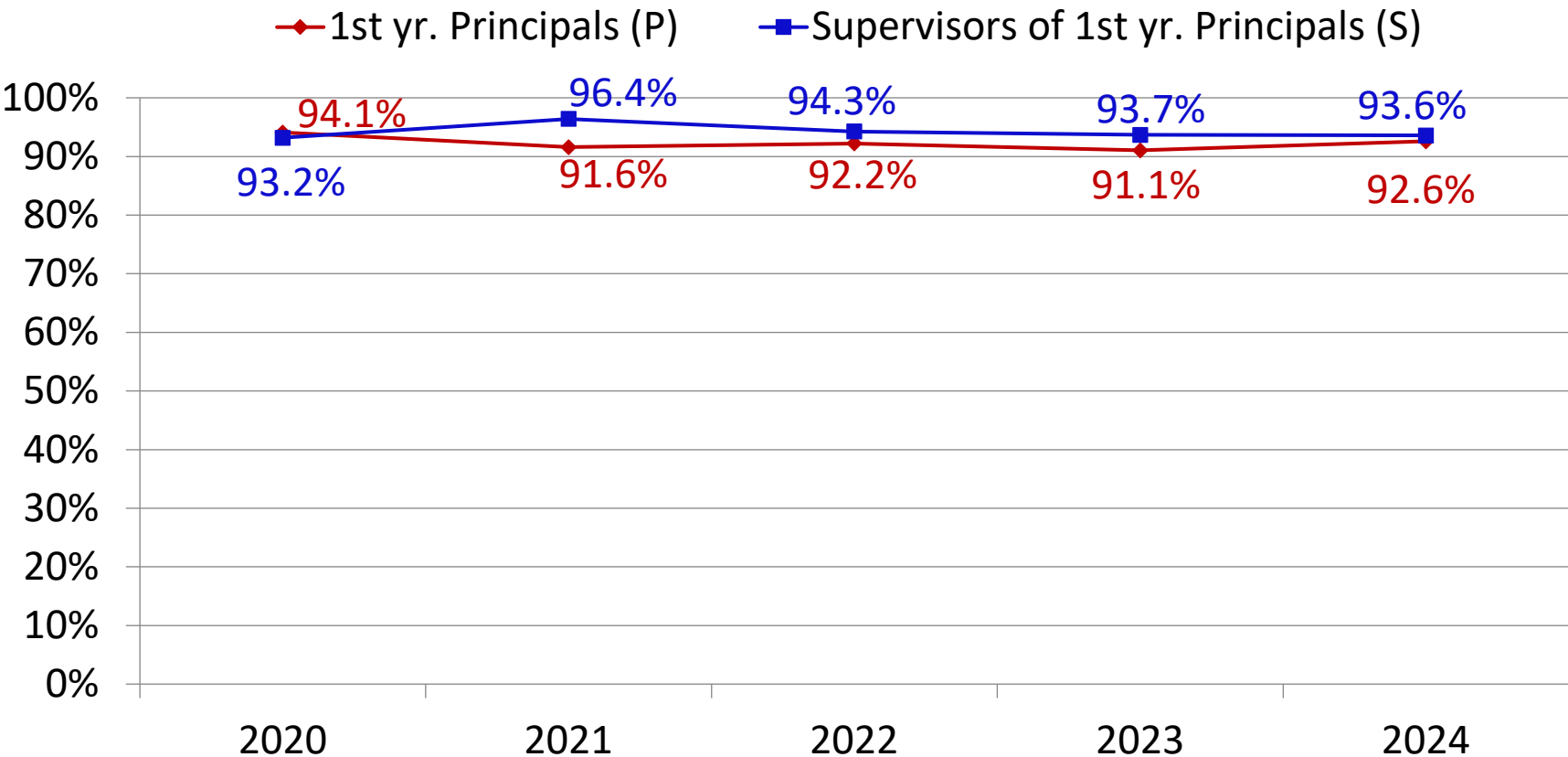
(% Agree or Strongly Agree)





# Prepared to support positive relationships with families

(% Agree or Strongly Agree)

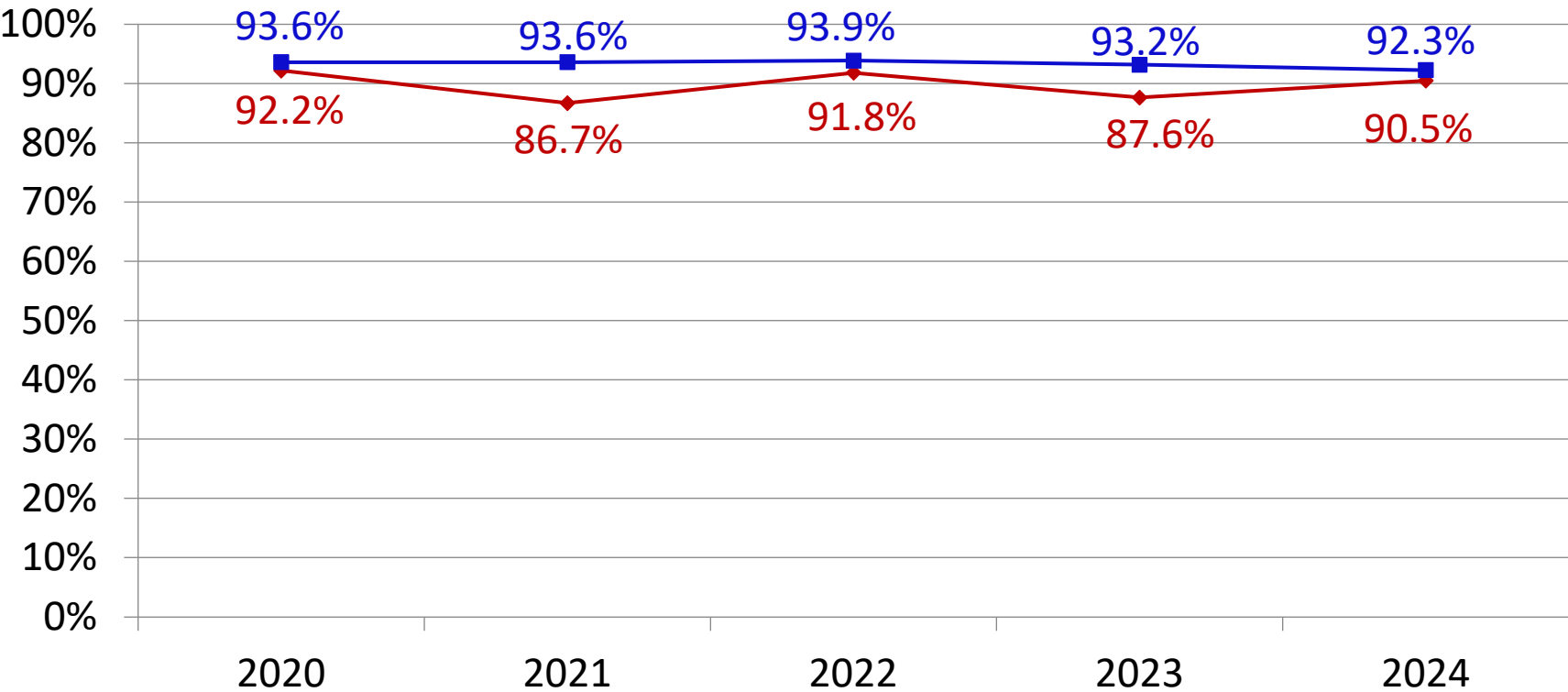




**Prepared to support positive relationships with  
community members**

(% Agree or Strongly Agree)

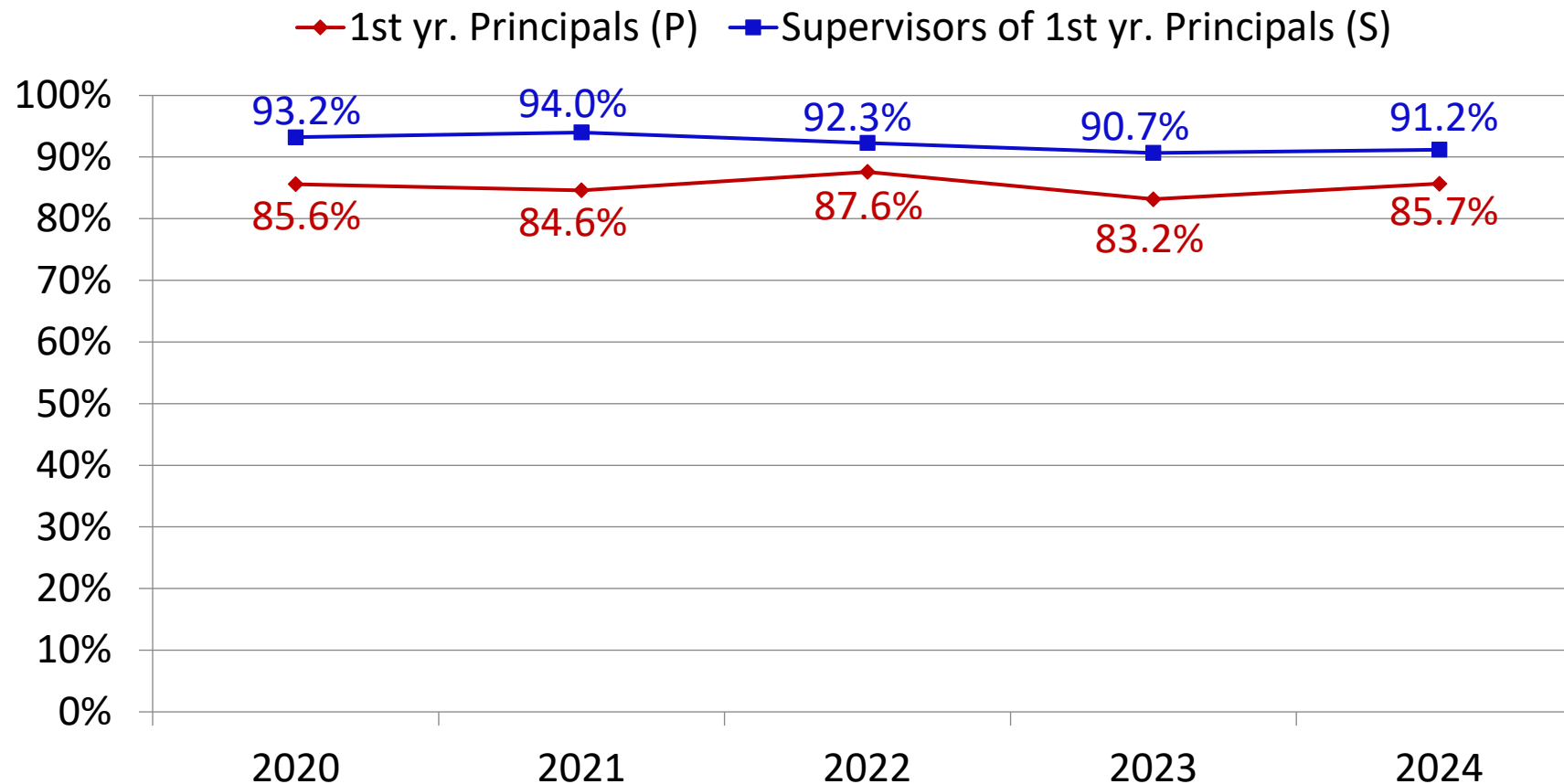
—◆— 1st yr. Principals (P)    —■— Supervisors of 1st yr. Principals (S)





## Prepared to collaborate with families to enhance the culture of learning

(% Agree or Strongly Agree)

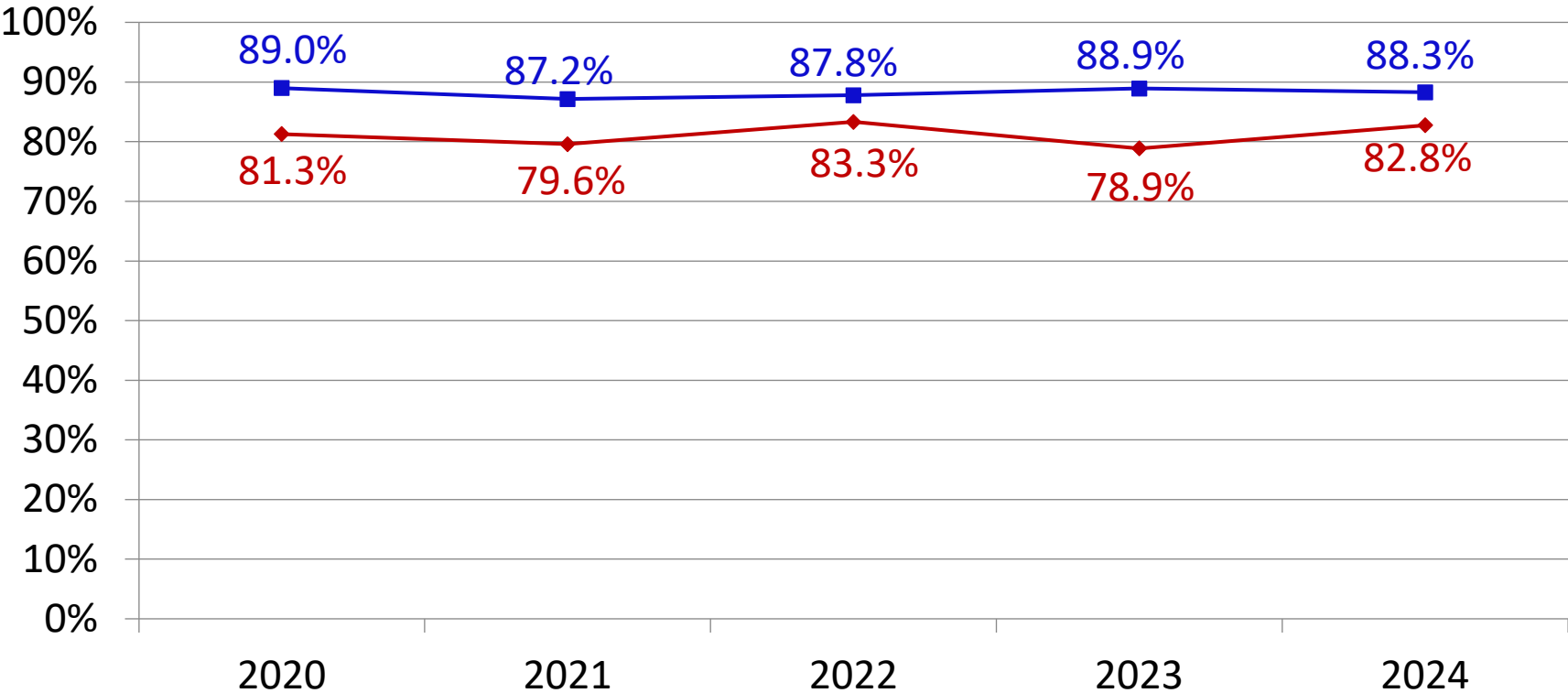




# Prepared to build partnerships with community members

(% Agree or Strongly Agree)

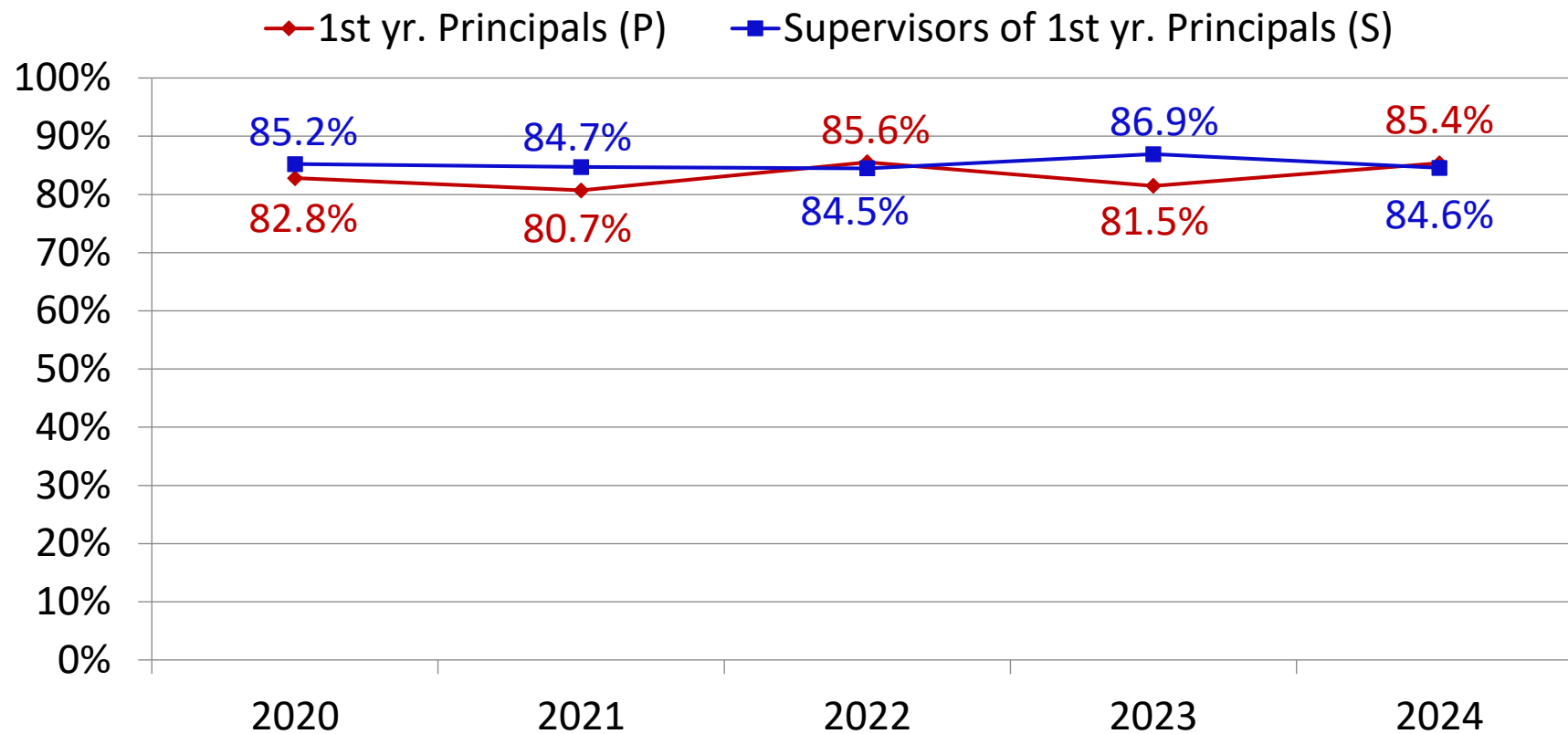
1st yr. Principals (P) Supervisors of 1st yr. Principals (S)





## Prepared to identify key stakeholders in the community

(% Agree or Strongly Agree)

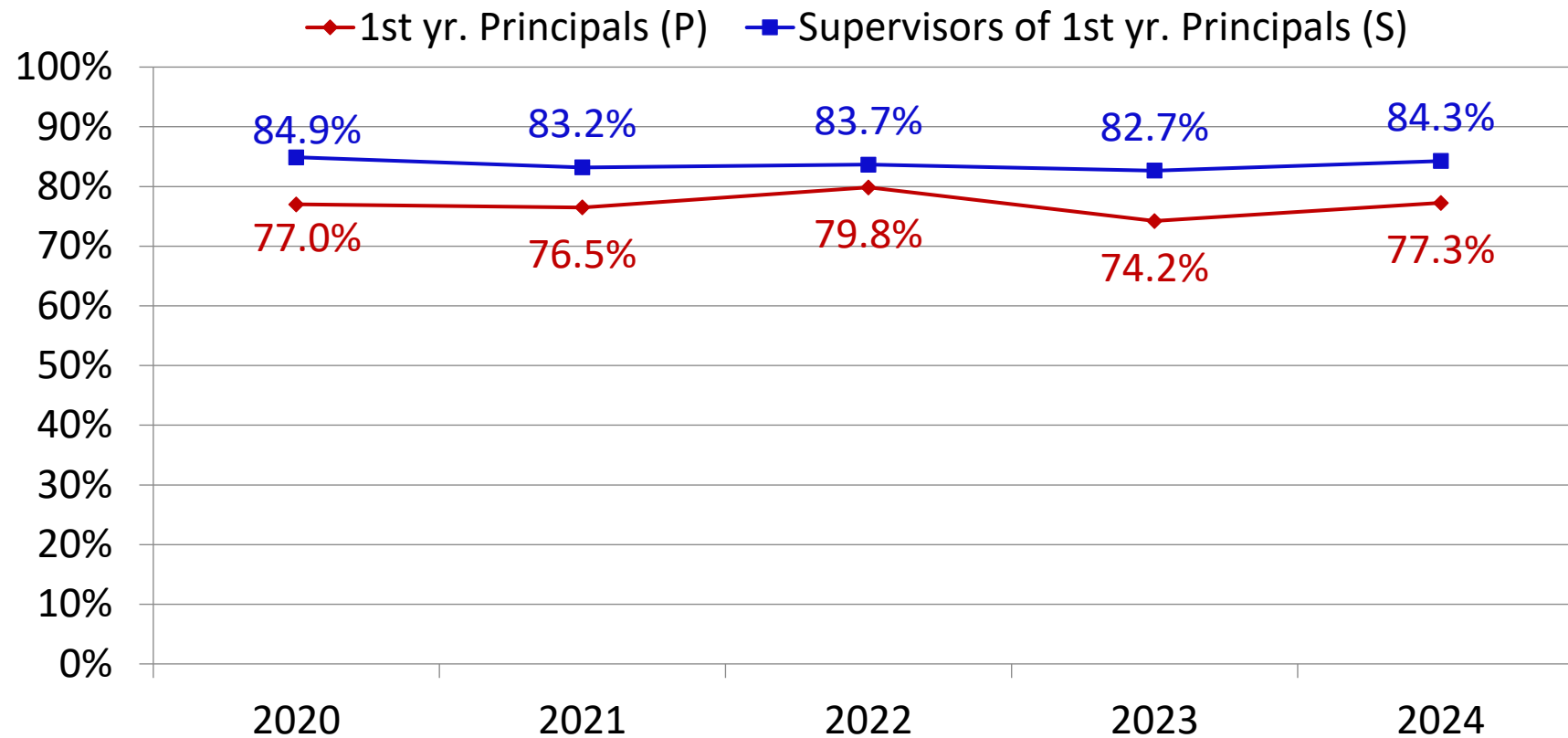






## Prepared to facilitate community support networks to impact student learning

(% Agree or Strongly Agree)



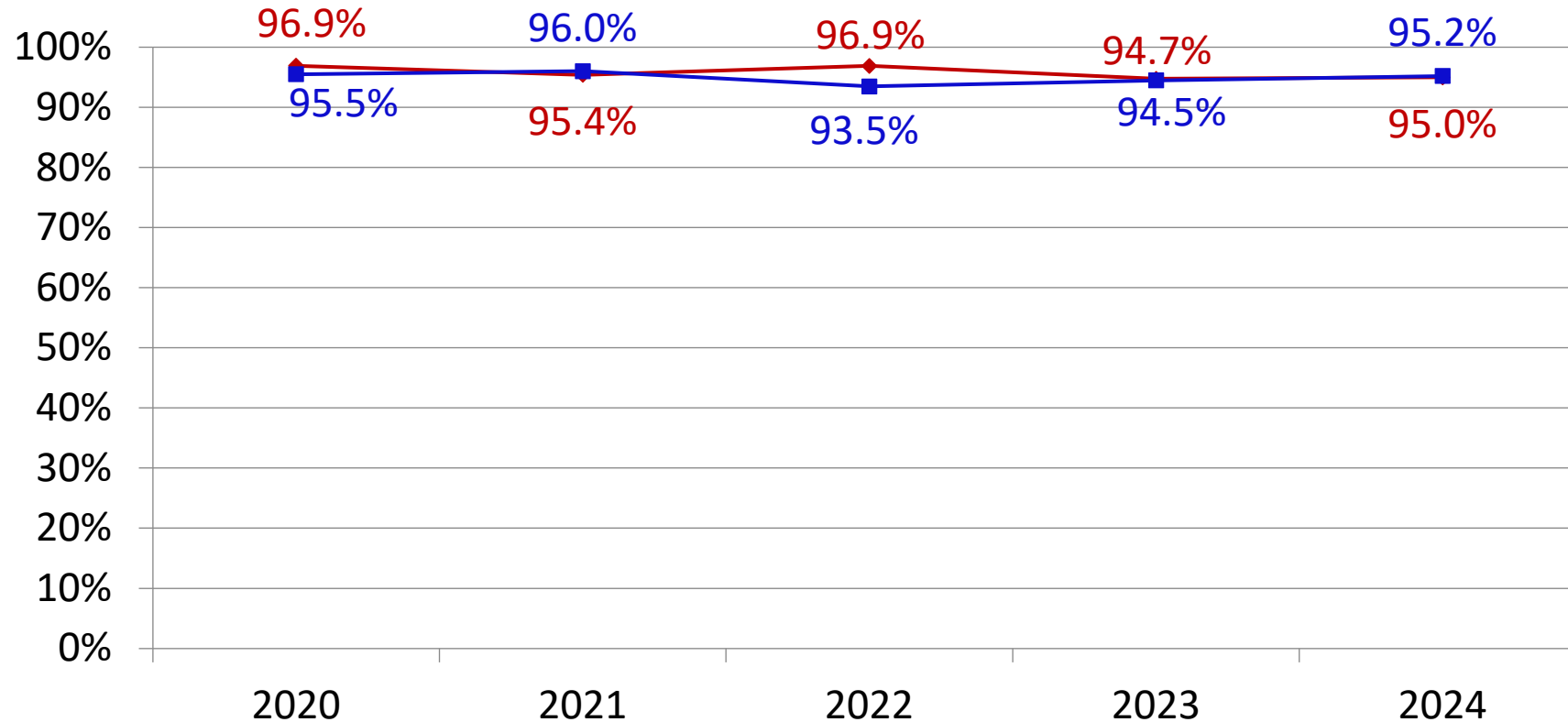


## Prepared to model personal and professional ethical behavior

(% Agree or Strongly Agree)

—◆— 1st yr. Principals (P)

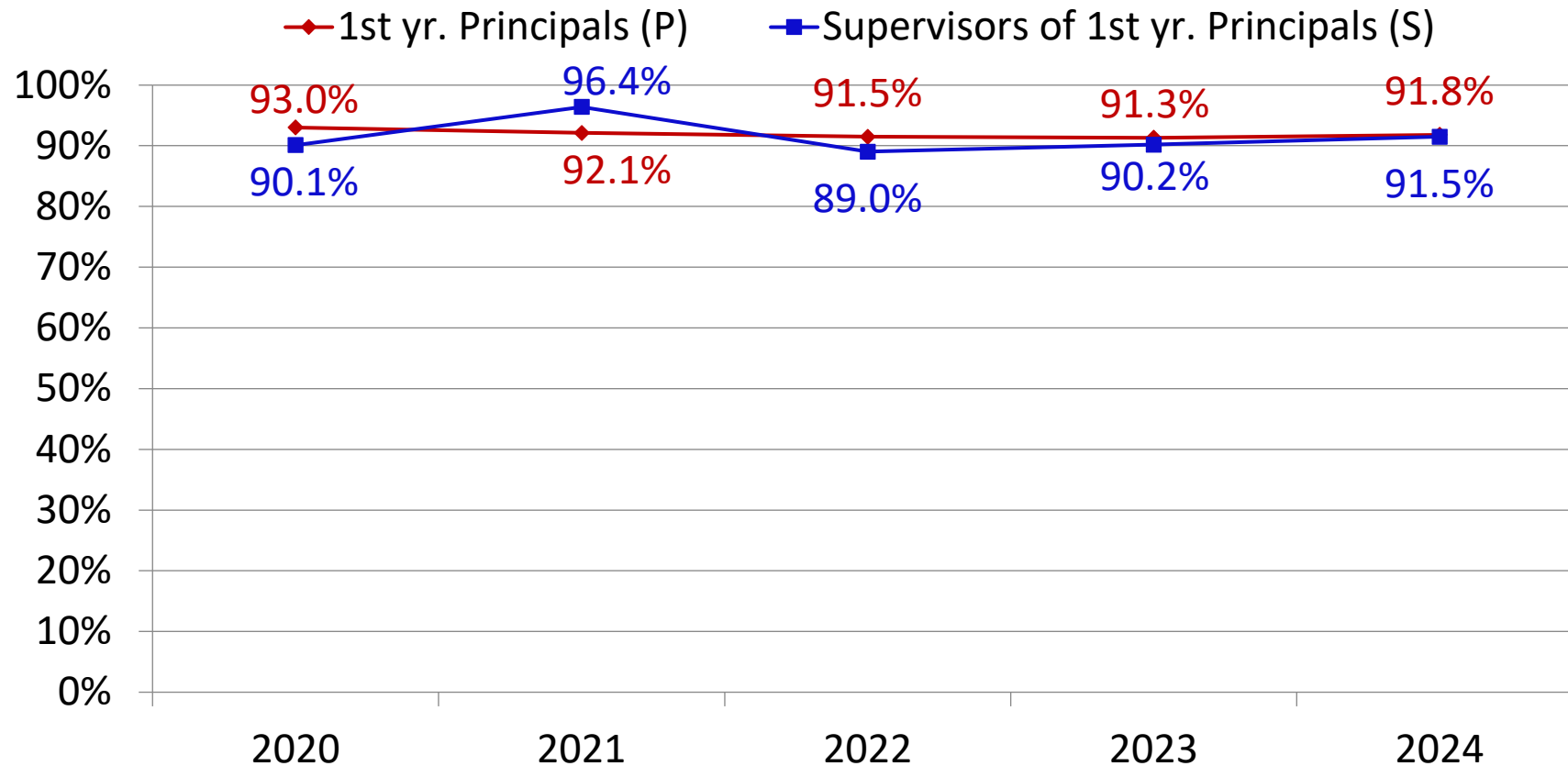
—■— Supervisors of 1st yr. Principals (S)





## Prepared to use research and best practice to guide professional growth

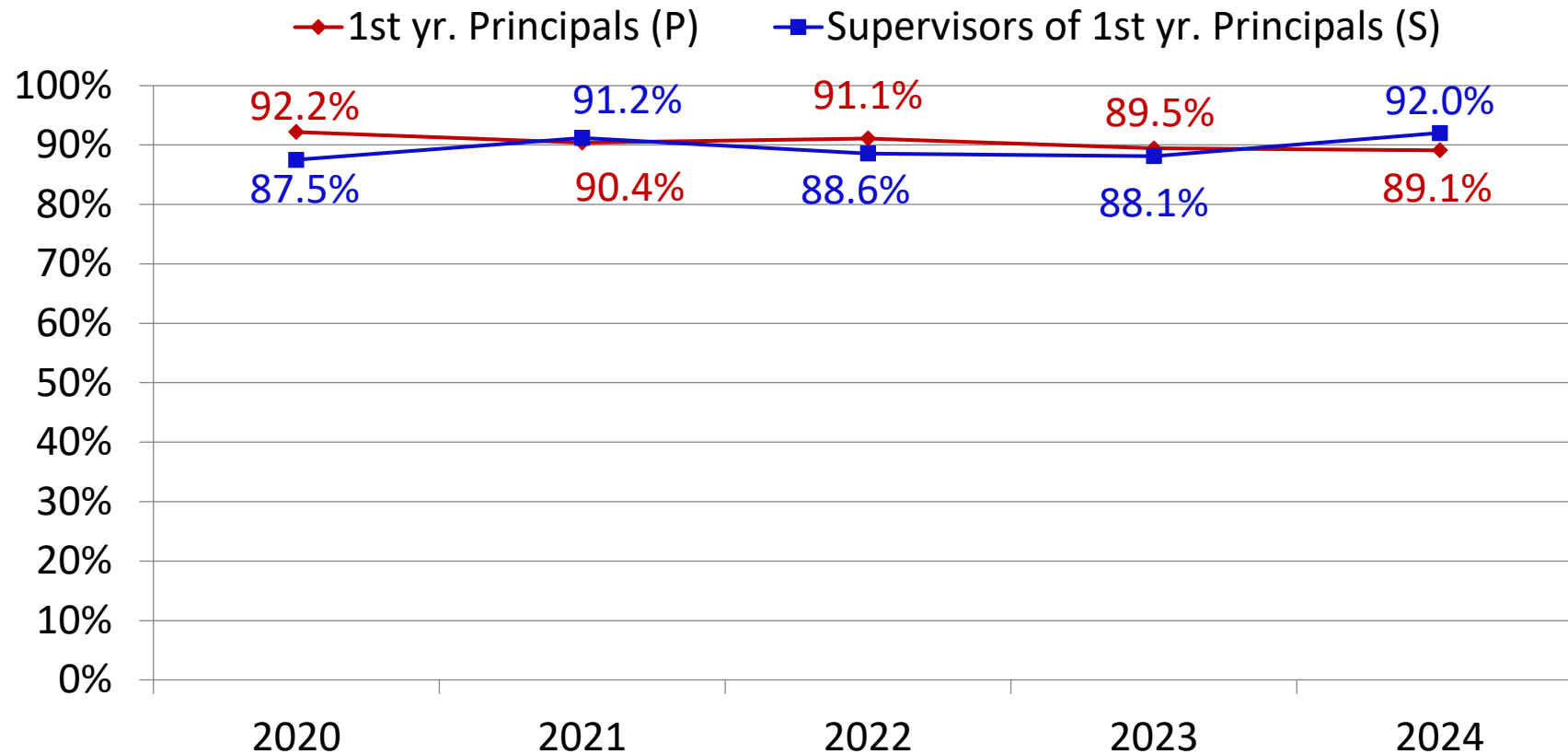
(% Agree or Strongly Agree)





## Prepared to use research and best practice to guide professional growth for personnel

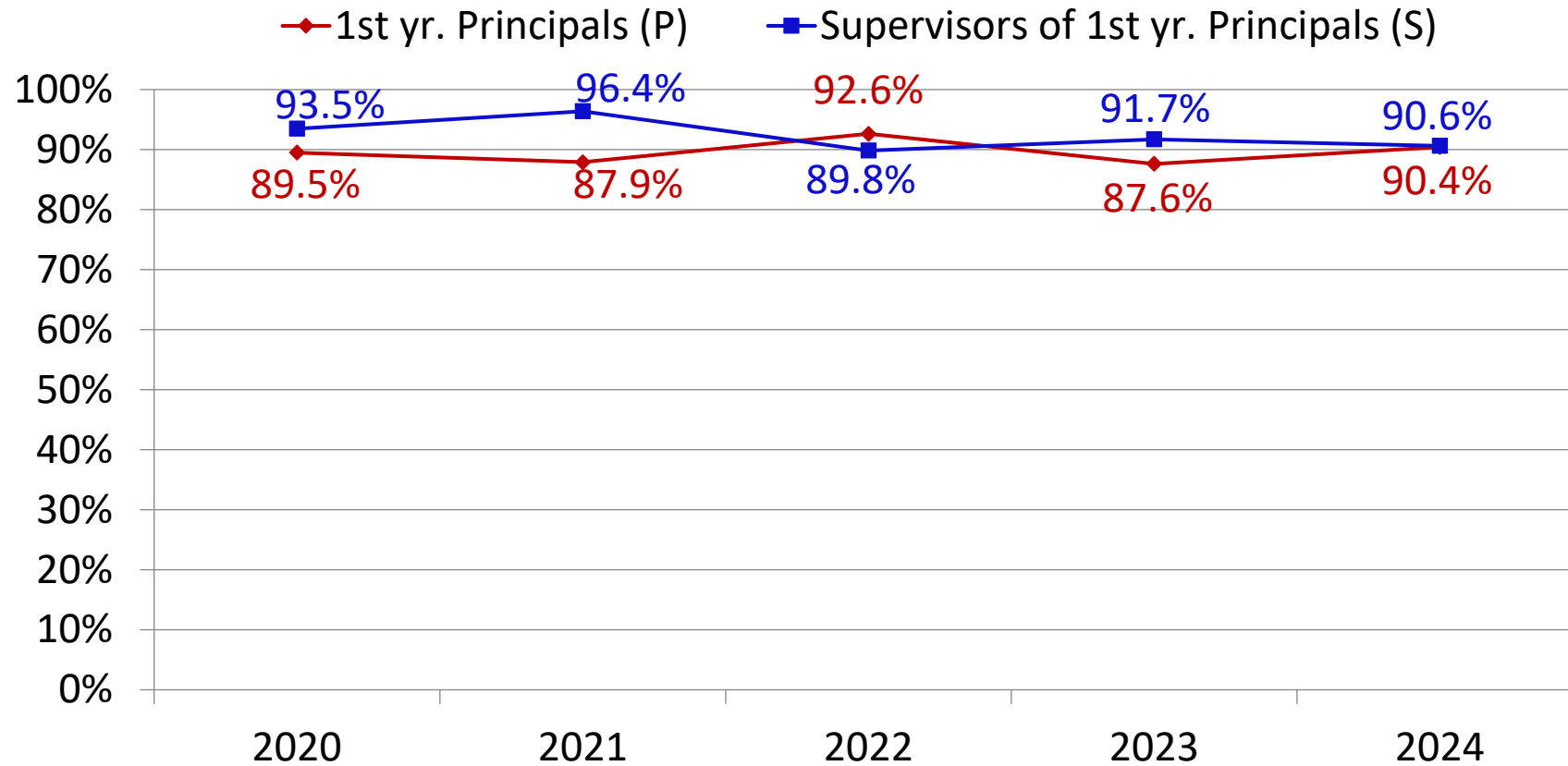
(% Agree or Strongly Agree)





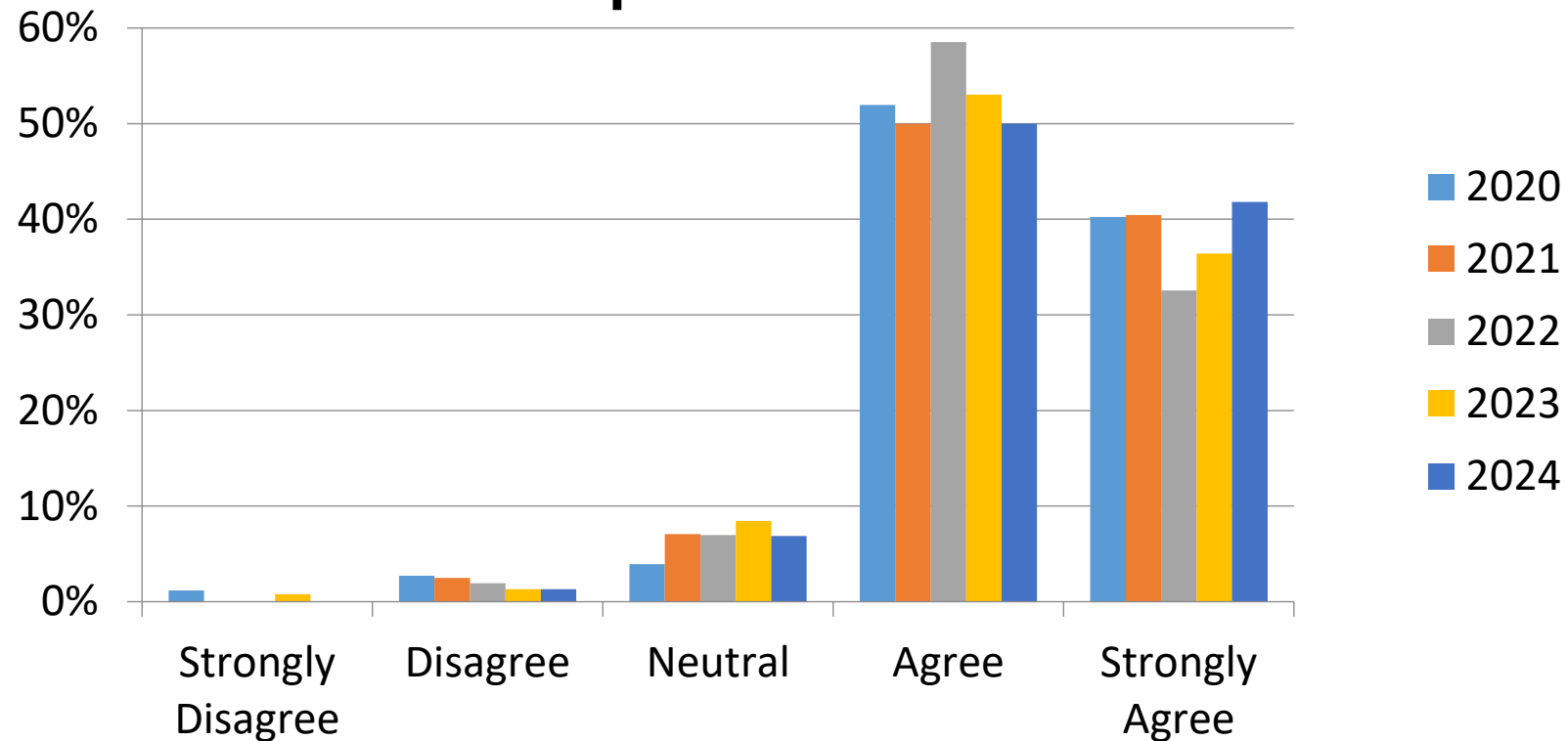
## Overall quality of the administrator preparation program completed

(% Good or Very Good)



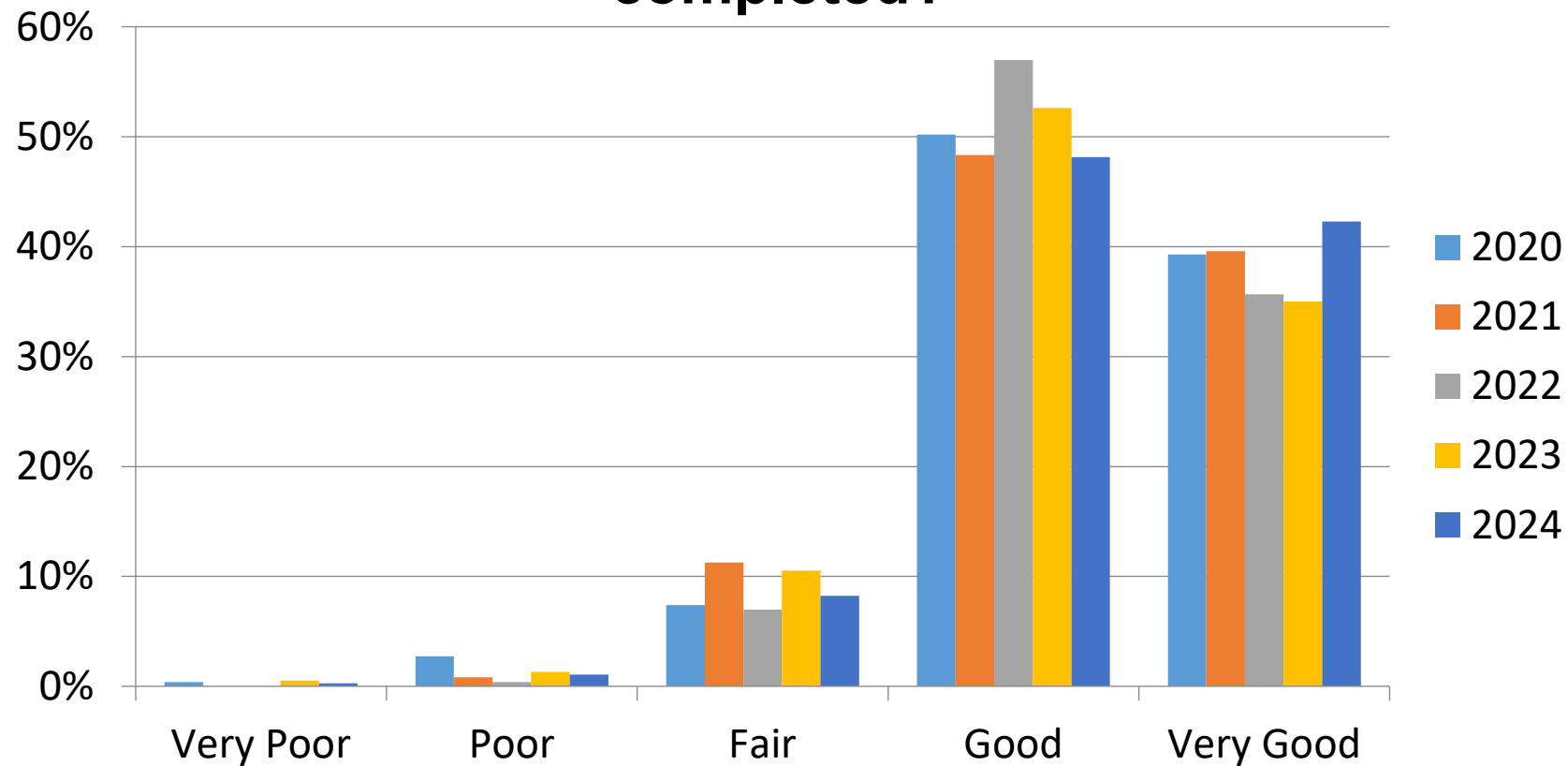


**I was prepared to use research and best practice to guide professional growth for personnel**



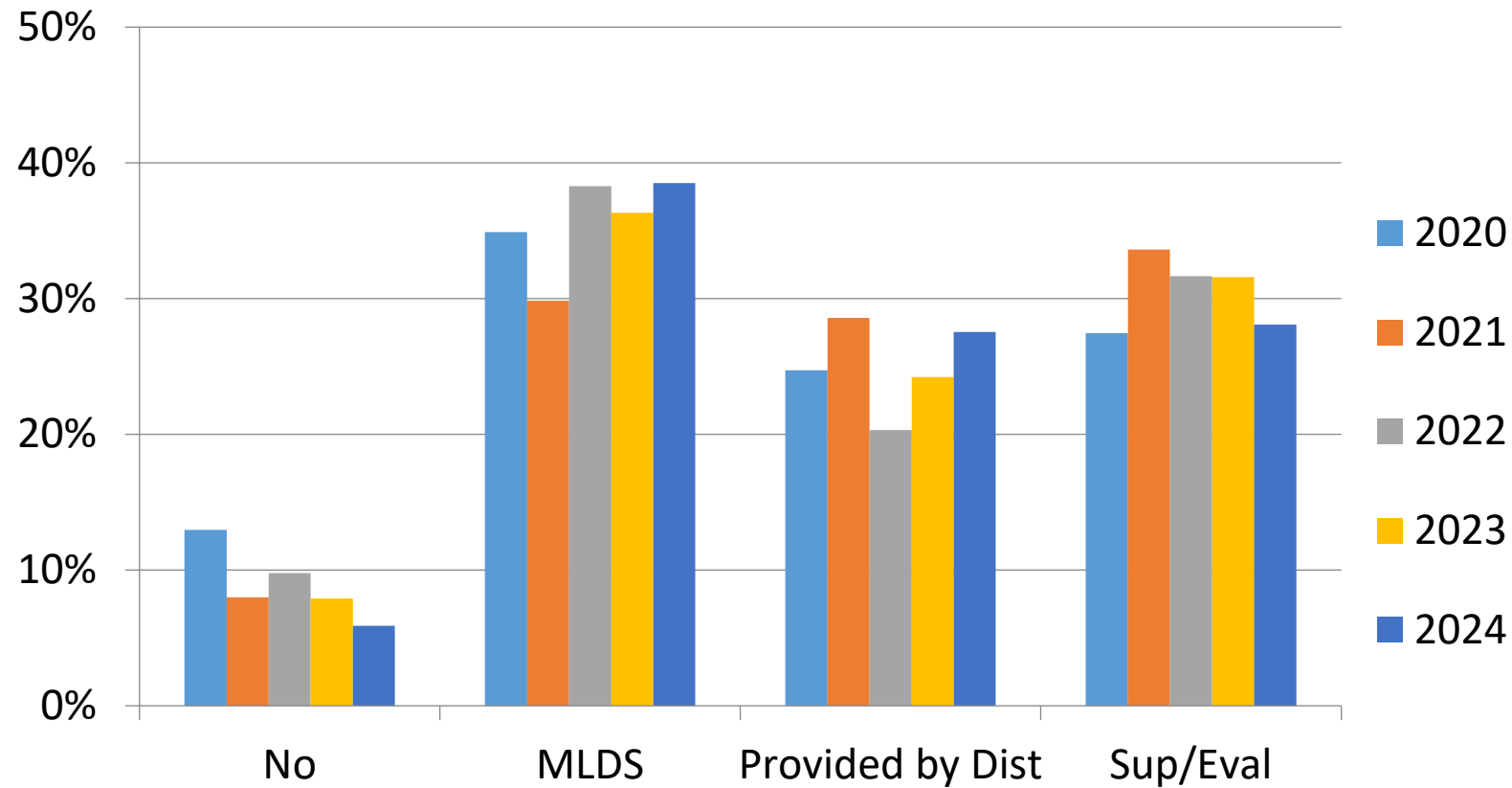


**What overall rating would you give the quality of the administrator preparation program you completed?**





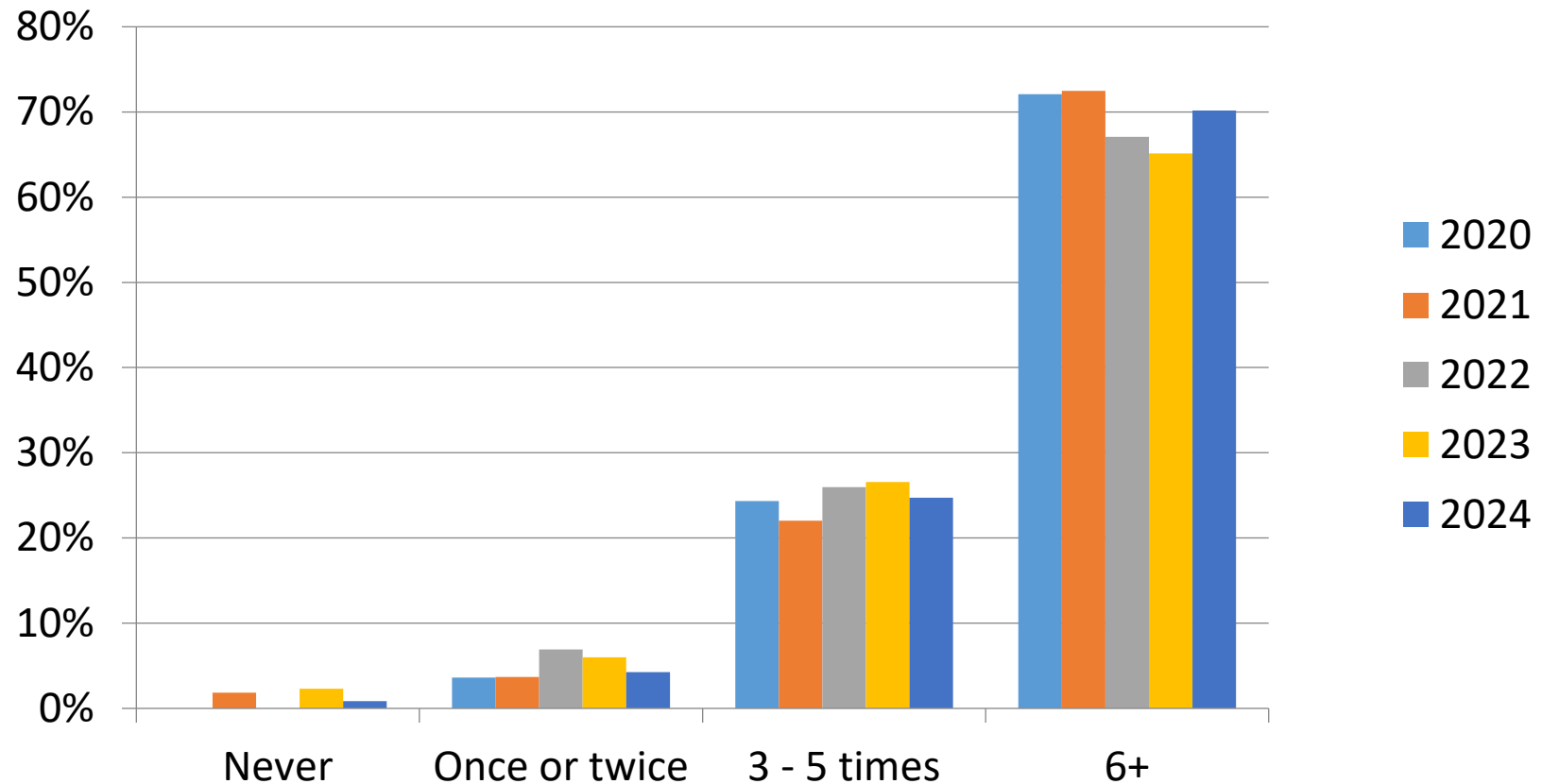
## Were you assigned mentor this year?





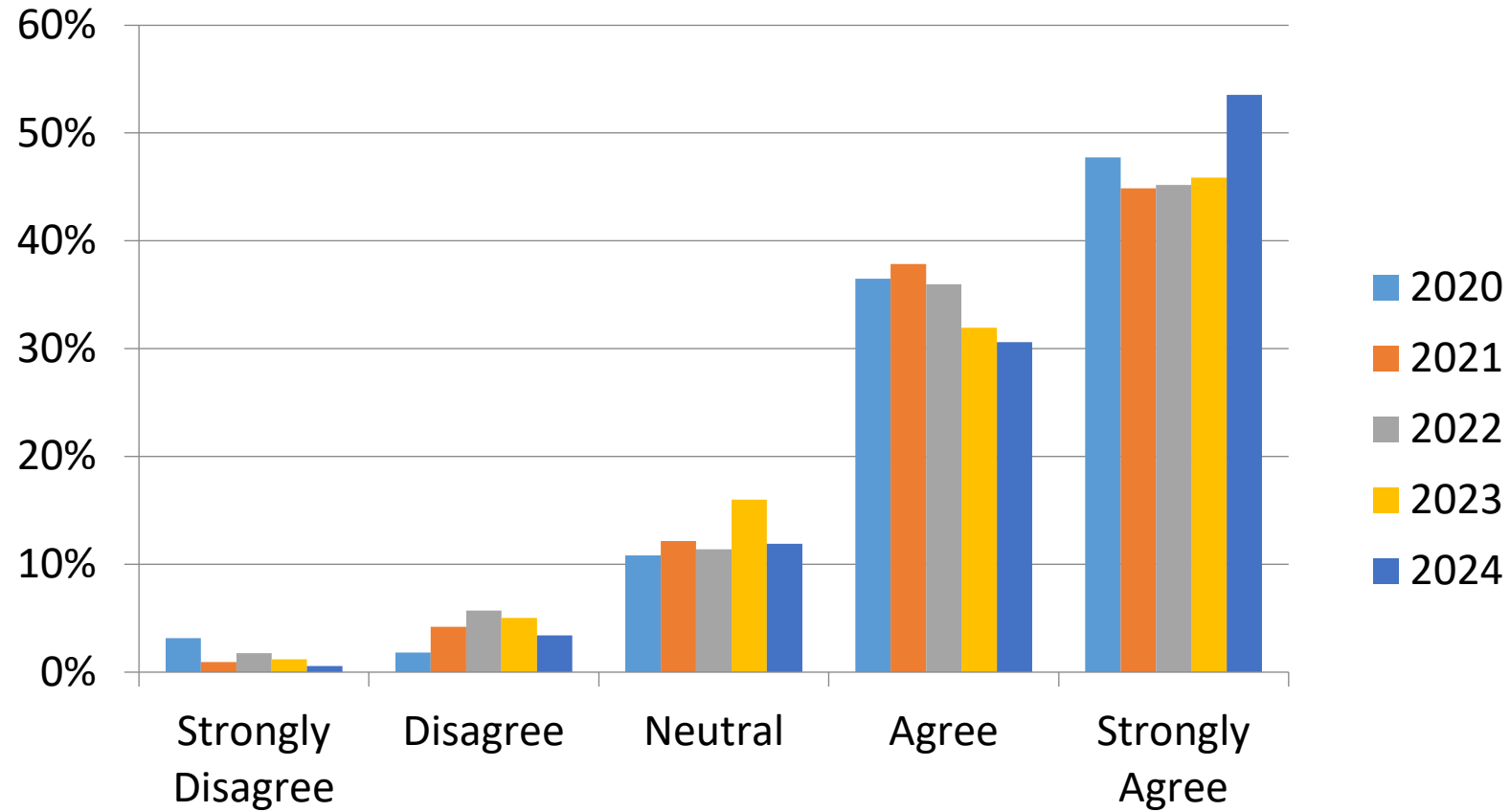


## How often did you meet with your mentor this school year (either formally or informally)?



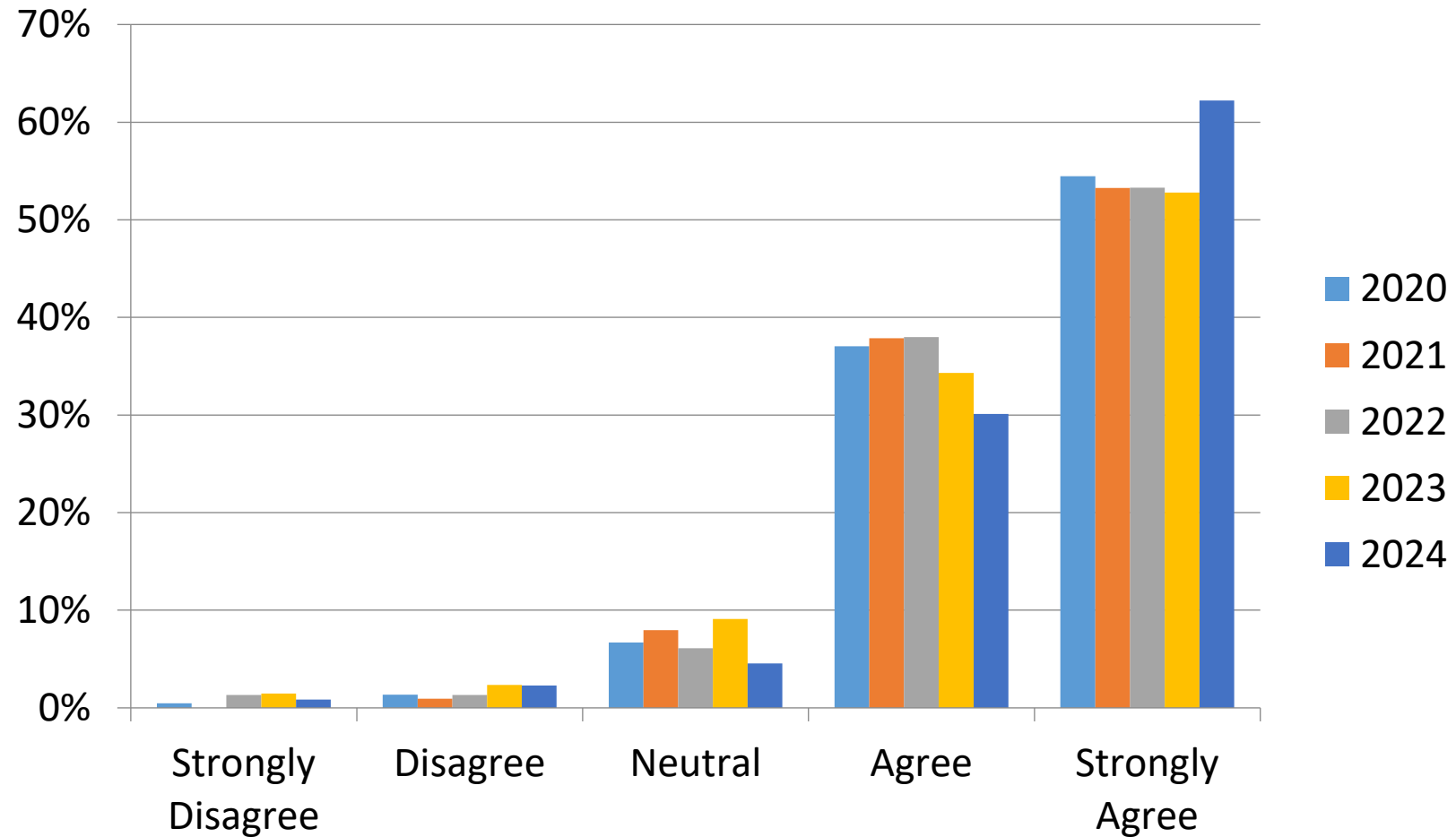


## The mentoring process is non-evaluative



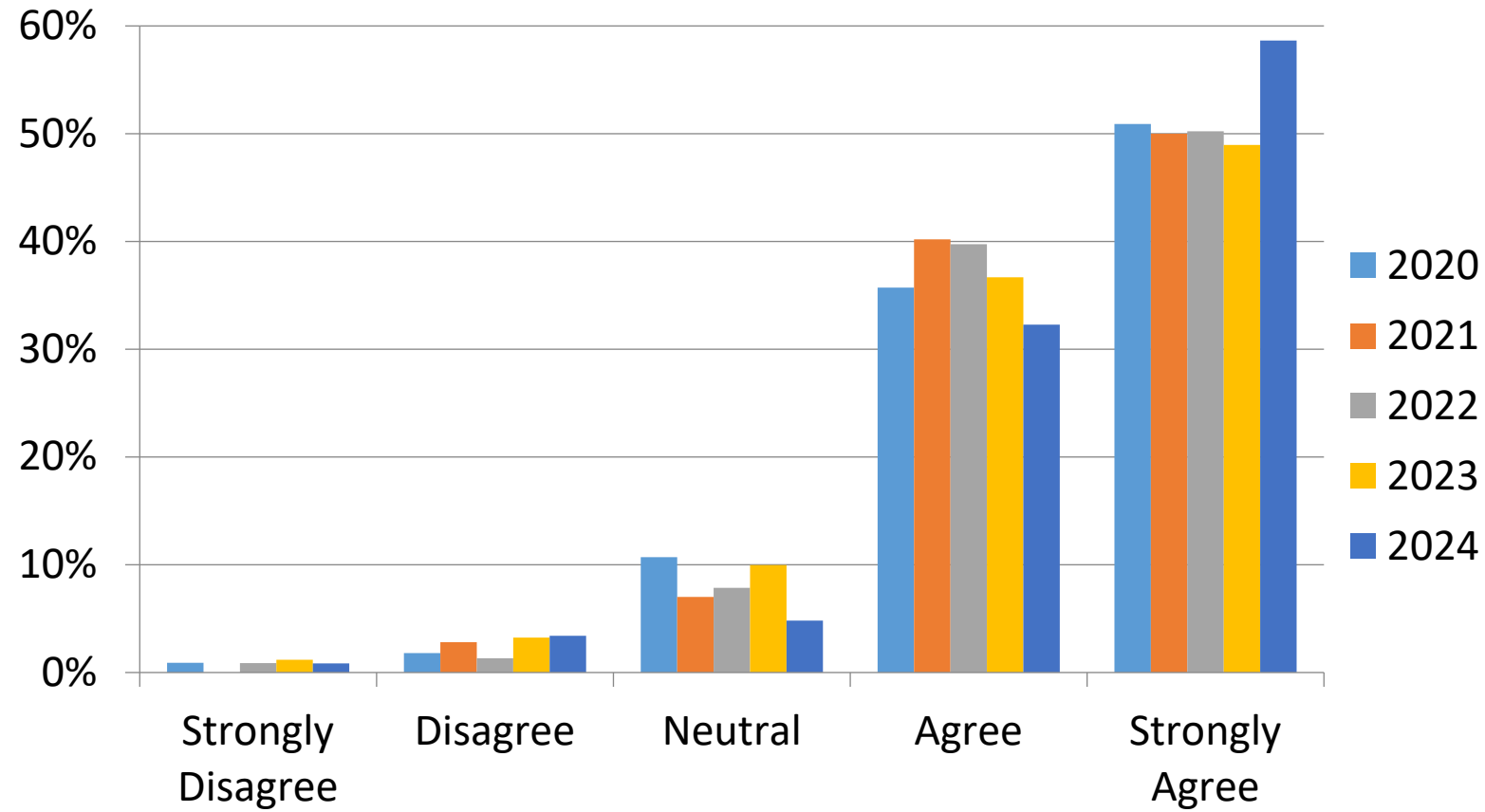


## The support I received from my mentor has helped me improve my practice



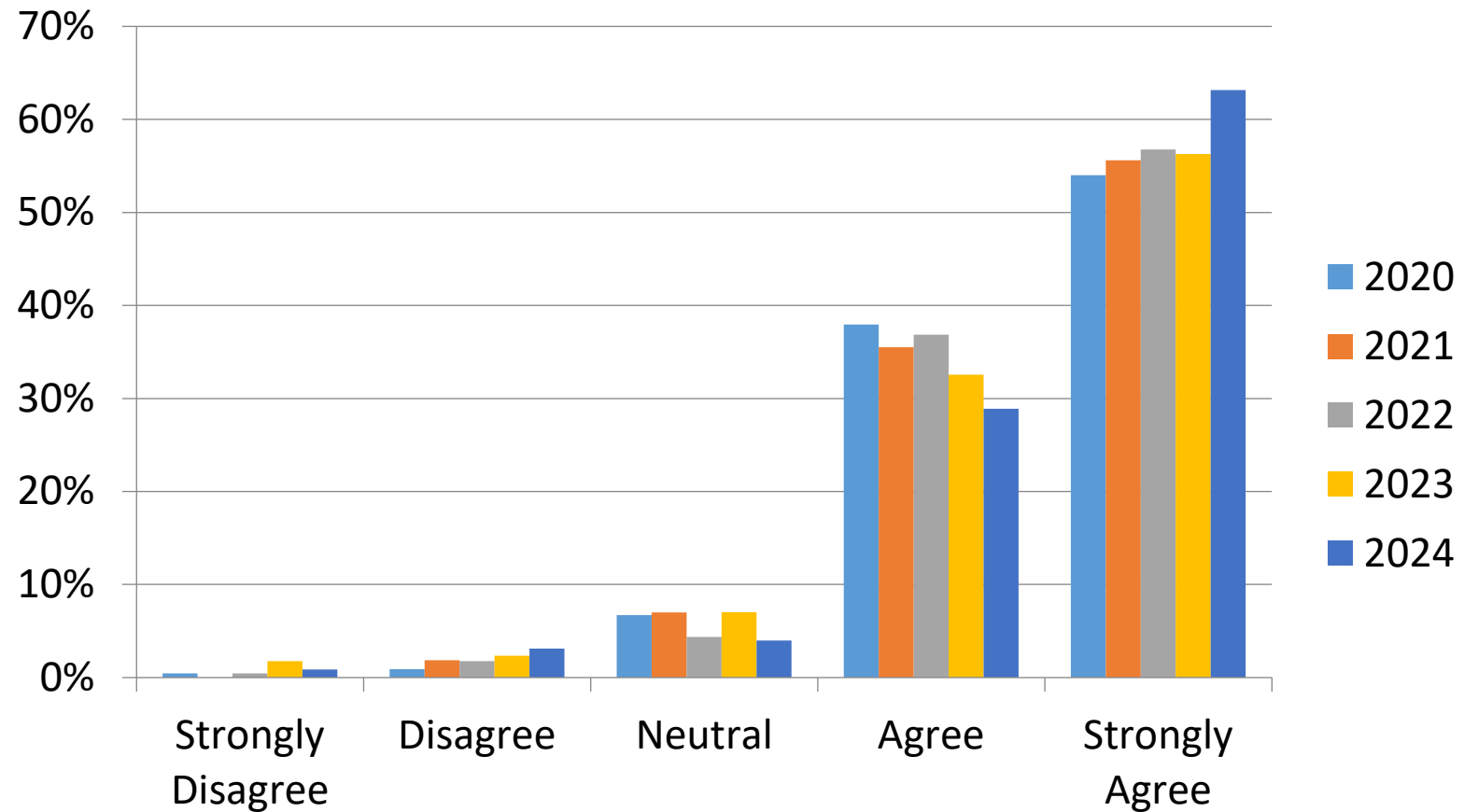


## My mentor provided me with the resources I needed to improve my practice



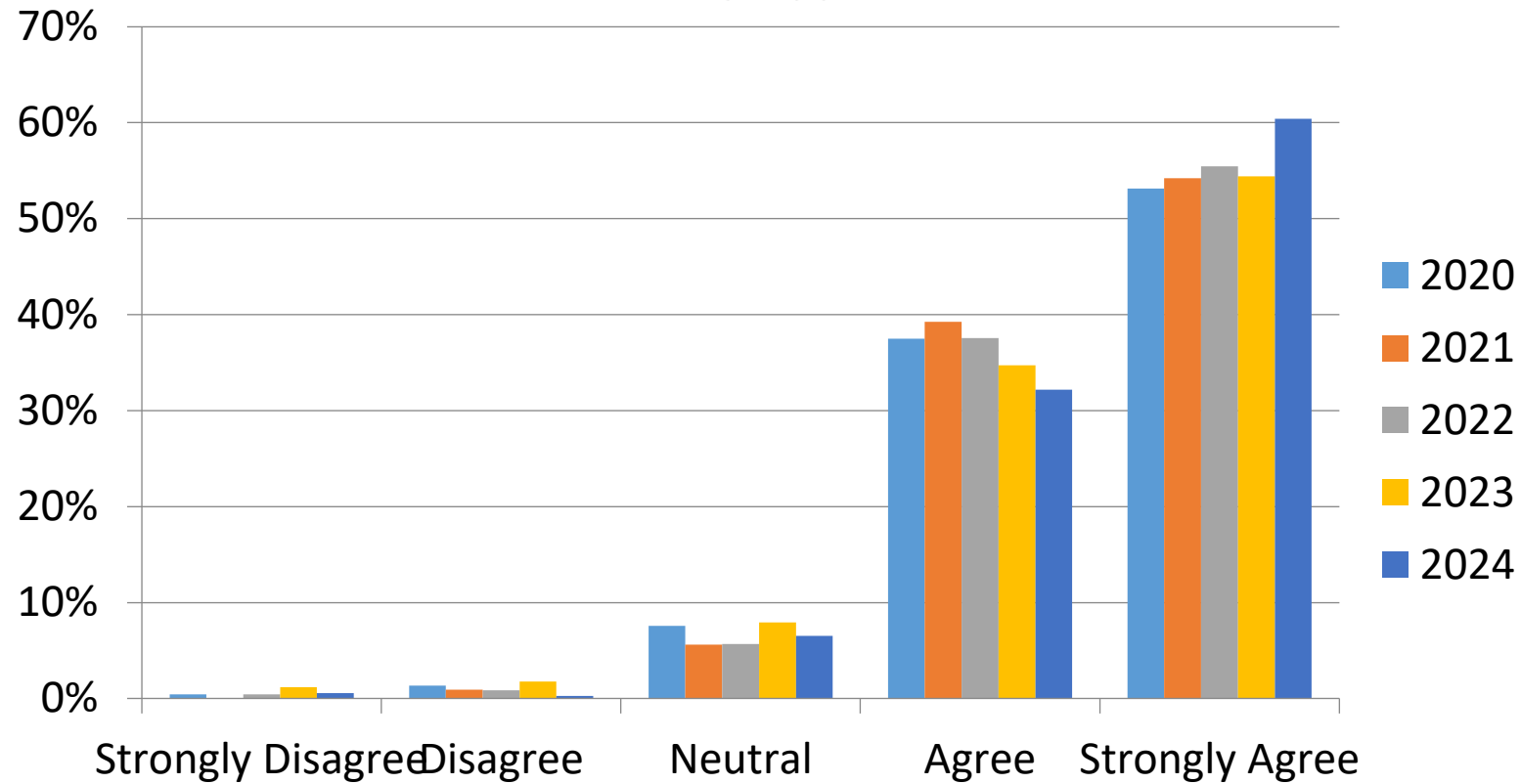


## My mentor provided me with effective support



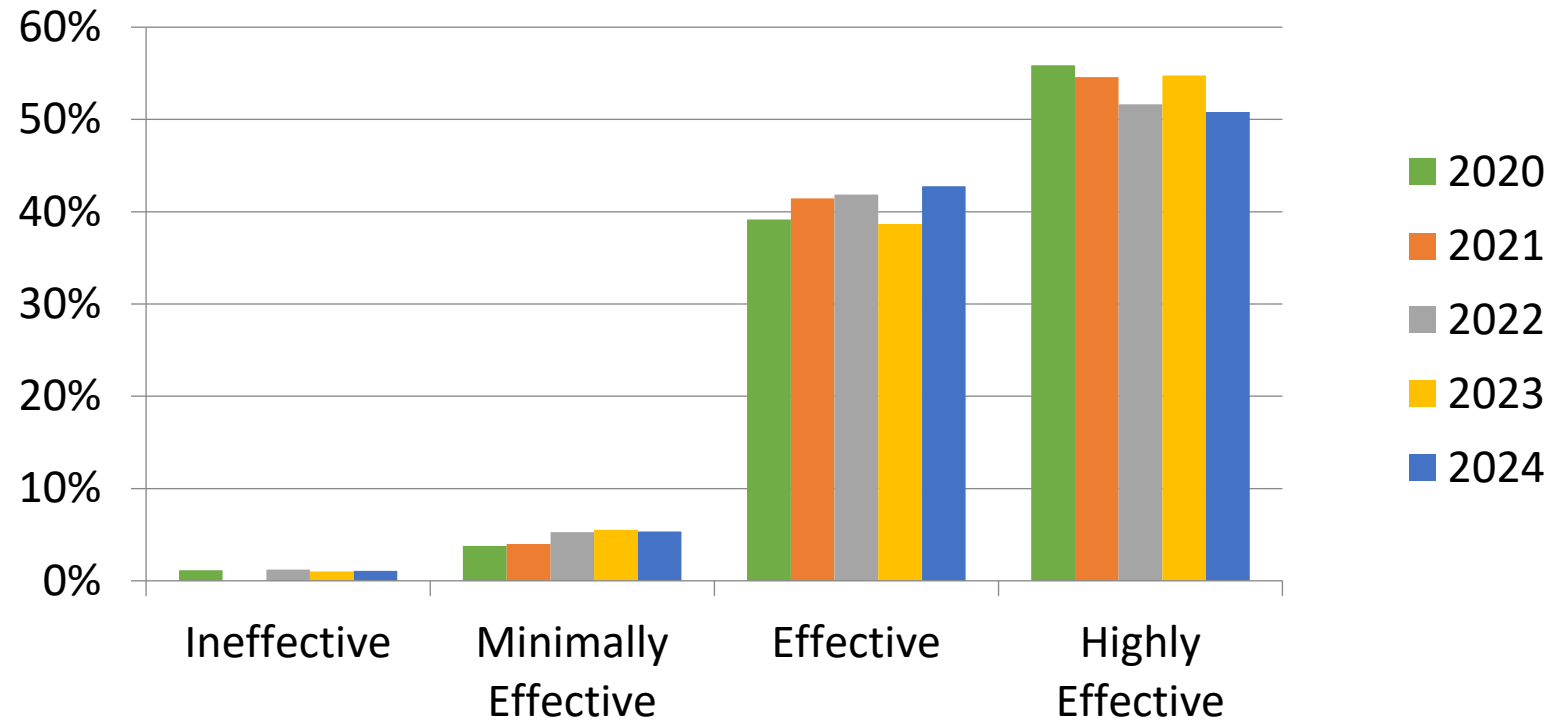


## I was prepared to reflect on feedback from my mentor





**Based upon the performance-based evaluation of this first year principal, how would you rate his/her impact upon students, teachers, and school community?**





- **Accessing the State Report**
  - <http://apps.oseda.missouri.edu/firstyear/PublicReport.aspx>
  - **Information Includes**
    - Home & Contact Information
    - Reports for 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024 & Combinations
    - Resources
      - **Archived State Reports**
      - **Survey Technical Manual 2018, 2019, 2020, 2021, 2022, 2023, & 2024 Updates**
      - **Survey Instruments**
      - **Response Rates**





- **Accessing Your Report**
  - **OSEDA Reports – Separate Sites & Codes**
    - Prior to Spring 2015
    - Spring 2015 and After
  - **Log-On by Educator Preparation Program**
  - **Questions About Access**
    - Daryl Fridley
      - [daryl.fridley@dese.mo.gov](mailto:daryl.fridley@dese.mo.gov)
    - Sandy Jensen
      - [sandra.jensen@dese.mo.gov](mailto:sandra.jensen@dese.mo.gov)



*Thank You*



**The Office of Educator Quality  
Educator Preparation  
573-751-1668**

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**Daryl Fridley – [daryl.fridley@dese.mo.gov](mailto:daryl.fridley@dese.mo.gov)**

**Sandy Jensen – [sandra.jensen@dese.mo.gov](mailto:sandra.jensen@dese.mo.gov)**

**Tracy Bates – [tracy.bates@dese.mo.gov](mailto:tracy.bates@dese.mo.gov)**

**Marcia Patridge – [marcia.patridge@dese.mo.gov](mailto:marcia.patridge@dese.mo.gov)**